



Pool Hayes Primary School



## Anti Bullying Policy

Here at Pool Hayes Primary School we want our school to be friendly, caring and safe. We all want to learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does happen we know we can tell someone and they will deal with it straight away.

### **People we can tell are:**

Mr Carter, (Acting Head Teacher), any of the Assistant Head teachers, Mrs Williams, (PSA), Mrs Guy, (Lead lunchtime supervisor), Peer Supporters, Dinner ladies, Class Teachers, House Captains, Peer Supporter members or a friend.

### **What we see as bullying:**

#### **Persistently-**

- Being teased or called names
- Being hit, kicked or pushed
- Having money or other things taken from us
- Being ignored or left out
- Being picked on because of our religion or colour or where we come from
- Destroying other people's property
- Cyberbullying e.g. Internet, mobile phones etc..
- Hurting feelings
- Spreading rumours

### **We think it is very important to report bullying issues because:**

- Bullying hurts
- Bullying ruins lives
- No one deserves to be bullied
- To make our school a better place
- To make our school a safer place
- To help bullies become better people

### **What are the symptoms and signs:**

- Unhappy/Sad
- Frightened to walk to and from school
- Doesn't want to come to school
- Not doing well in lessons
- Doesn't want to talk to anyone
- Is alone all the time
- Is aggressive
- Feels ill in the mornings
- Appears sad and depressed
- Comes home from school with torn clothes or damaged items
- Becomes withdrawn
- Sudden lack of confidence

- Unexplained cuts and/or bruises
- Stops eating
- Is frightened to say what's wrong
- Someone frightened or sad

**If we see bullying we could:**

- Tell a Peer Supporter
- Say 'Stop it'
- Tell a teacher
- Tell an adult we trust
- Tell someone at home
- Tell Mrs Bailey

**What do we do at Pool Hayes to prevent Bullying:**

- School Council – support others and report to Mr Carter
- Class Council – share our feelings
- Follow class rules
- Have playground rules
- Display boards in the school – these make sure everyone knows about how to tackle bullying
- Posters in the toilets
- We have '1, 2, 3 Magic' behaviour policy to help us
- Whole school assemblies
- Circle time
- Peer Supporters
- Reflections in SEAL
- We work on activities to tackle bullying in 'Keeping Safe' week.
- We have a 'Keeping Safe' week every year; this reminds us what to do if we are worried
- We are also reminded of how to 'Keep Safe' every term
- We have a 'Worry' box in each classroom
- We have 'Bully buddies' to help

**What happens if bullying is discovered?**

- It is dealt with straight away
- Children will be asked to explain their side of whatever the incident is that has been reported
- Other children may be asked if they saw what happened
- Peer Supporters may be used to deal with minor cases, but if they feel the situation is too serious for them they must hand the case over for the staff
- Everyone is spoken to who is named in the incident
- Statements will be written as soon as possible
- The bullying behaviour or threats must be investigated by Class Teacher or Senior member of the School Leadership Team
- The Governors will be informed through the Headteacher's report of any incidents of bullying or racism
- Incidents of bullying will be recorded in the school incidents and racism book
- Parent/Carers will be contacted
- A meeting will be arranged for both the bullied child and the child accused of bullying with their Parent/Carers /carers to resolve the problem
- If necessary and appropriate the police will be consulted by the Head Teacher

- We want to see the people doing the bullying punished so that everyone can understand that bullying is serious.
- We also want support for them so they can understand their feelings and change their behaviour.
- Punishments will be tailored to the age of the child and circumstances.
- The person doing the bullying will be asked to genuinely apologise when they understand how they have hurt the person being bullied.
- In serious cases of bullying, suspension or even exclusion will be considered by the Head Teacher with the Governors
- After the incident/incidents have been investigated and dealt with, each case will be monitored by the Class Teacher and Senior Staff to ensure repeated bullying does not happen again

### **The role of the Governors:**

The Governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing body monitors the incidents of bullying that occur and reviews the effectiveness of the policy regularly. The Governors require the headteacher to keep accurate records of all incidents of bullying and to report to the Governors termly about the effectiveness of school anti-bullying strategies.

The Governing body responds within ten working days to any request from a Parent/Carer to investigate incidents of bullying. In all cases, the Governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Governing body. The Governing body may also form a disciplinary committee to investigate incidents.

### **The role of the Headteacher:**

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff, (both teaching and non-teaching), are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the Governing body about the effectiveness of the anti-bullying policy.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum to discuss with other children why this behaviour was wrong, and why a pupil is being punished. The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

### **The role of the teacher:**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents taking place. They keep their own records of all incidents that happen in their class. If teachers become aware of bullying taking place between members of a class, they will deal with the issue immediately and report it to the Head Teacher. Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The role of the Parent/Carer:**

Parent/Carers who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should either contact their child's class teacher, Mr Carter, an Assistant head or Mrs Williams. Parent/Carers have a responsibility to support the anti-bullying policy and to actively encourage their child to be a positive member of the school.

**Monitoring and Review:**

This policy is monitored on a day to day basis by the headteacher, who reports to Governors about the effectiveness of the policy. This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually. They do this by discussion with the headteacher. Governors analyse information with regard to gender, age ethnic background of all children involved in bullying incidents.

**This Policy cannot stand alone. It has links with:**

- The PSHE/SEAL Policy
- The Behaviour Policy
- Marking Policy
- Policy for Ethnic Diversity
- Policy for Sex and Relationships

We want our school to be friendly so we want bullies to be punished.

We think all Parent/Carers should know we have an Anti Bullying Policy and be able to have a copy. All Governors, teachers and non-teaching staff should know about the policy too.

The School Council have made a large contribution to this policy.

Signed ..... Headteacher

December 2016

Review date: December 2018