



# Park House Primary School

## Anti-bullying Policy

May 2023

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Signed by:

\_\_\_\_\_ Headteacher

Date: \_\_\_\_\_

\_\_\_\_\_ Chair of Governors

Date: \_\_\_\_\_

This policy is based on DfE guidance "Preventing and Tackling bullying. Advice for headteachers, staff and governing bodies," March 2014. It is recommended that schools read and follow this guidance: [Preventing bullying - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

### **Objectives of this policy:**

This policy outlines what Park House Primary School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community. We are committed to developing an anti - bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated. At Park House Primary School, we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help to maximise their potential. Bullying of any kind is not acceptable and will not be tolerated at our school. As a school community, Park House Primary School has a responsibility to prevent all forms of bullying in order to safeguard everyone and promote individual welfare.

If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively. Everybody at Park House Primary School has the right to be treated fairly and with respect.

### **Policy Development:**

As a school community, we discuss, monitor and review our anti-bullying policy and practice on a regular basis. All staff are supported to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly. We ensure that all children are aware that all bullying concerns will be dealt with sensitively and effectively, that all pupils feel safe to learn and that all pupils abide by the anti-bullying policy as well as the behaviour policy. We aim to report back to parents/carers regarding any concerns on bullying and we deal promptly with complaints. Parents/carers work with the school to uphold the anti-bullying policy. Our school community seeks to learn from good anti-bullying practice elsewhere and we utilise support from the Local Authority and other relevant organisations when appropriate. Children at Park House contribute to the development of the policy through The School Council, assemblies, PSHE lessons and circle time discussions. The School Council have developed a student friendly version to be displayed on the safeguarding display in the corridor and on the school website.

### **Links with other policies:**

This policy links with a number of Park House Primary School policies, practices and action plans including:

Behaviour Policy

Complaints Policy

Safeguarding and child protection policies

Confidentiality policy

Online Safety Policy

Acceptable use policy – Cyberbullying and internet safety

Equalities Policy – race, sexual, transphobic, homophobia, SEN and disability.

### **Roles and responsibilities:**

Mrs Kavanagh has overall responsibility for this policy and its implementation, liaising with parents/carers, staff and governors. Mrs Kavanagh also works alongside the Local Authority and outside agencies.

## **The Anti-Bullying Coordinator in our school is: Mrs Kavanagh.**

Their responsibilities are:

- To develop and review the anti-bullying policy involving pupils, staff, governors, parents/carers and relevant local agencies.
- To ensure that evaluation takes place and that this informs policy review.
- To manage bullying incidents.
- To manage the reporting and recording of bullying incidents
- To assess and coordinate training and support for staff and parents/carers where appropriate.
- To coordinate strategies for preventing bullying behaviour.

## **The nominated governor with the responsibility for Anti-Bullying (Behaviour) is:???**

### **Definition of bullying:**

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally and involves a balance of power." (DfE "Preventing and Tackling Bullying", October 2014).

Bullying differs from teasing/falling out between friends and other types of aggressive behaviour if: there is a deliberate intention to hurt or humiliate, there is a power imbalance that makes it hard for the victim to defend themselves and it is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all the other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking, taking belongings; producing offensive graffiti; gossiping, excluding people from groups and reading hurtful or untruthful rumours. This includes the same inappropriate and harmful behaviours via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, instant messenger, through websites and social media sites and apps, and sending offensive or degrading messages by mobile phone or via the internet.

This policy covers all types of bullying including (but not limited to):

Emotional – being unfriendly, excluding, tormenting

Physical – pushing, kicking, hitting, punching or any use of violence

Racist – racial taunts, graffiti, gestures

Sexual – unwanted physical contact or sexually abusive comments

Homophobic – bullying related to sexual orientation (homophobic or biphobia bullying)

Verbal – name calling, sarcasm, spreading rumours, teasing.

Cyber – all areas of the internet and other technological misuse such as email, text, mobile, phone, video, camera and chatrooms threats.

Related to appearance, ability, health, disability, circumstances or social class.

Bullying of young carers, children in care or otherwise related to home circumstances.

Bsexist – sexual or transphobic bullying.

### **Types of bullying:**

Bullying can include:

Name calling

Taunting

Mocking

Making offensive comments

Physical assault

Taking or damaging belongings

Cyber bullying – inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet.

Producing offensive graffiti

Gossiping and spreading hurtful and untruthful rumours

Excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

### **Specific types of bullying may include:**

Bullying related to: race, religion or culture

Bullying related to: special educational needs or disabilities

Bullying related to: appearance or health

Bullying related to: sexual orientation – homophobia/ not fitting in with gender stereotypes.

### **Bullying can take place between:**

Young people

Young people and staff

Between staff

Individuals or groups

Certain groups of pupils are known to be particularly vulnerable to bullying by others: these many include pupils with SEN such as learning or physical disabilities; young carers; Looked After Children, those from ethnic and racial minority groups and those young people who may be perceived as lesbian, transgender or questioning their gender role.

### **Reporting and responding to bullying:**

Park House Primary School has clear systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are victims of bullying or have witnessed bullying behaviour (bystanders).

Children and young people in school should report any concerns to any trusted adult in school. Mrs Ellis (Learning Mentor) can provide a quiet space for any child to discuss any worries that they may have. The Safeguarding Leads in school are: Mrs Kavanagh, Mrs Hukins and Mrs Mills.

Parents/Carers can contact the class teacher via Class Dojo and for more serious concerns they can contact a member of the Senior Leadership Team or Mrs Kavanagh.

Staff and visitors to Park House can talk to Mrs Kavanagh or any member of the Senior Leadership Team if they any concerns. They can also follow the school whistleblowing policy and flow chart.

### **Procedures for Dealing with incidents:**

All reported incidents will be taken seriously and investigated involving all relevant parties. Senior leaders will handle reports sensitively and will always fully investigate by talking to all parties involved, informing parents. After the full information has been ascertained, then staff will initiate a range of responses that are appropriate to the situation. This may include (but are not restricted to) solution focussed, a restorative approach, circle of friends, individual work with the victim, perpetrator and referral to outside agencies if appropriate.

Following any reports of bullying, staff will refer to and follow Park House Primary School's Behaviour Policy, apply relevant school sanctions and senior leaders will decide which actions may be taken if bullying persists. Senior leaders will ensure that situations are followed up especially keeping in touch with the person who reported the situation and parents/carers. The Senior Leadership Team will also ensure that there is relevant support for the victim and the perpetrator. Referrals will also be made for police involvement (if a crime has been committed).

Following any incident in school, sanctions that are imposed for a child will not be disclosed or shared with anyone other than school staff and the parent/carer of the child who has been sanctioned.

### **Recording bullying and evaluating the policy:**

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be notified to and held by the Anti-Bullying coordinator and the Designated Safeguarding Lead/s. Bullying incidents are logged on MyConcerns and are kept confidential. This information will be used to identify trends and inform preventative work in school and development of the policy. Behaviour logs are also used by each class teacher and these are regularly monitored by the Senior Leadership Team.

This information will be presented to the governors in an anonymous annual report. The policy will be reviewed and updated annually. The policy review will be linked to the School Improvement plan, working towards a more inclusive and harmonious ethos across the school.

### **Strategies for preventing bullying:**

As part of our on-going commitment to the safety and welfare of Park House Primary School pupils, staff have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Playground Buddies and Friendship Champions
- The School Council
- Suggestion boxes in every classroom
- Restorative approaches
- Jigsaw scheme of work for PSHE
- Positive for Young People support
- Involvement in Healthy Schools
- Anti-Bullying week in November
- NSPCC assemblies and workshops
- Visitors to school (such as Digital PCSO)
- Parent information evenings/information
- Staff training and development for all staff
- Learning Mentor