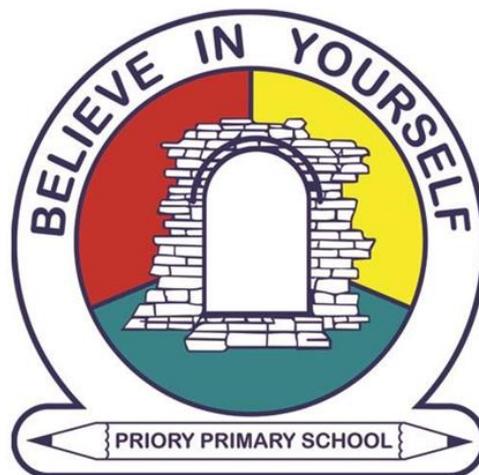




HALES VALLEY TRUST

Anti-Bullying Policy

Priory Primary School



INTRODUCTION

This policy relates to the following Key People:

Jill Craig- Headteacher

Lana Duffin- Anti-Bullying Lead

Inclusion and Designated teacher for Children Looked After- Karen Carver (On maternity leave currently) K Thomas currently

This policy is to be read in conjunction with:

- Attendance Policy
- Safeguarding Policy
- Behaviour Policy
- Equality Policy
- Special Educational Needs Policy
- Keeping Children Safe in Education 2019

United Nations Convention on the Rights of the Child

Priory Primary is an inclusive and supportive school, we do not agree with bullying and we believe that everyone has the right to feel safe in school.

This policy has been drawn up through the involvement of our Anti-Bullying Ambassadors and relevant staff, who consider the following articles from the RRSA children's charter to be most relevant:

Article 2

The convention applies to everyone, whatever their race, religion or abilities: whatever they think or say, whatever type of family they come from.

Article 3

All organisations concerned with children should work towards what is best for each child.

Article 14

Children have the right to think and believe what they want, as long as they are not stopping other people from enjoying their rights.

Article 19

Children have the right to be protected from all types of harm.

Article 29

Education should encourage children to respect others, human rights and their own and other cultures. It should help them to learn to live peacefully and respect other people.

AIM AND PURPOSE

The aim and purpose of this policy is to ensure that pupils can learn in a supportive, caring and safe environment without fear of being bullied and is treated with equality, respect and dignity.

Within the curriculum, school will raise awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas as appropriate, in an attempt to eradicate such behaviour.

- Bullying is defined as deliberately hurtful behaviour, repeated over a period of time. A one off incident is not bullying.
- Bullying is anti-social behaviour and affects everyone – it is unacceptable and will not be tolerated.
- **STOP – Several Times On Purpose**

The four main types of bullying are:-

- Physical – hitting, kicking, theft
- Verbal – name calling, personal remarks, racist remarks
- Emotional – spreading rumours, excluding someone from social groups
- Cyberbullying – threatening or embarrassing someone using a mobile phone or the internet

Pupils who are bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, truanting absences or clinging to adults.

All adults in school are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Pupils are encouraged to report bullying, knowing that any incidents will be handled positively and that telling a teacher will stop the bullying.

Role of Anti bullying ambassadors

- To raise awareness in the school about the anti-bullying charter
- To support any pupil who feels that they will benefit from talking to them
- To implement and monitor 'worry boxes' in classrooms
- To share information with pupils through assemblies, events
- To share any recent information from networking events

Role of the teacher:

- To listen to any pupils who may be raising concerns
- To liaise with parents who may have concerns
- To educate parents and pupils on bullying
- To offer support and guidance
- To liaise with senior leaders when incidents occur
- To monitor and record incidents in the correct way
- To share information that may have led to or create an incident with the appropriate staff

Role of parents:

- To take an active role in your child's education, talking about daily activities, stresses and worries and explain the clear definition of bullying.
- Inform the school through the correct channels if you are concerned about your own or other pupils in the school.
- Please discourage your child from retaliating and reassure your child that the school will deal with the issue.

Please do speak to staff at Priory in the first instance, as the situation may not be as severe as it seems.

Supportive organisations to offer guidance

Racism and Hate:

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational

Procedures for Dealing with Bullying Incidents:

1. If bullying is suspected or reported, the incident will be handled sensitively by the member of staff who has been approached and action will be taken as soon as possible after the incident has been reported.
2. The member of staff will report to the Headteacher or Deputy Headteacher.
3. A clear account of the incident will be recorded and kept by the Headteacher. The Headteacher will listen to all people involved.
4. Disciplinary steps will be taken as appropriate, following the behaviour policy.
5. Pupils who have been bullied will be asked to report immediately any further incident to a member of staff.
6. The situation will be closely monitored.

7. Parents/Carers will be informed.

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff of their choice
- Being offered reassurance and ongoing support
- Developing self-esteem and confidence
- Staff informing parents/carers to help to support the pupil

The following disciplinary steps can be taken:

- Official warnings to stop
- Staying in at playtime/dinner times
- Removal of privileges (eg responsibilities in school or Head Boy/Head Girl)
- Parents/Carers may be asked to collect their children from school rather than allowing them to walk home with permission.
- Trust Internal Placement (T.I.P)
- Exclusion from certain areas of the school premises or certain activities
- Short term fixed exclusion
- Long term fixed exclusion
- Permanent exclusion

The school will keep all records of bullying incidents that meet bullying criteria as set out in this policy