Anti-Bullying Policy

Approved by: *Gordon Muir*	**Date:** 05/05/21
Signed	
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Howard Park Community School

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Anti-Bullying Policy

Introduction

At Howard Park Community School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010, it is essential that our school:

> Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;

> Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and

> Foster good relations between people who share a protected characteristic and people who do not share it.

At Howard Park Community School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team.

This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy, our School Code of Conduct and the School's Vision, Aims and Values.

Principles

It is the responsibility of the Governing Body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

We value pupils developing respect for others resulting from active listening, trust and honesty.

In support of our mission statement, we are committed to advancing equality of opportunity and fostering good relations between people from different groups and to eliminating unlawful discrimination, harassment and victimisation.

When implementing this policy, we will take account of the racial, cultural and religious backgrounds of our children, those with disabilities, including those which affect behaviour and those with other relevant protected characteristics

Aims

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

Bullying Definition

A Howard Park Community School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons. We agree that:

> Bullying is usually physical hurting, name calling, giving unkind looks or leaving people out of activities/games.

> Bullying usually happens when the relationship is imbalanced making it difficult to defend against.

> Bullying is usually on-going.

Types of Bullying

Types of Bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or Indirect Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-Bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

> Looked After Children

> Children with Special Educational Needs or Disabilities (SEND)

> Children from a different cultural and ethnic background

> Children entitled to Free School Meals

> Children who may struggle with their own personal identity

> Gypsy, Roma and traveller children.

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the School's website. E-safety workshops are held to raise parents' awareness of cyber-bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Code of Conduct

Our School Code of Conduct is regularly promoted in assemblies and displayed throughout the school. Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced.

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Responding To Bullying

All cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff.

In any case of alleged bullying, either the Class teacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the schools behaviour policy should be followed and adhered to. This may also additionally involve a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation alongside accepting an appropriate consequence where deemed appropriate.

All bullying incidents must be recorded. Parents of both parties should be informed.

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents would be dealt with by continuing to follow the school's behaviour policy and look at the use of additional support (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Signs Of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Links To Other Policies

This policy is linked to the following policies:

> Behaviour Policy

> Child Protection and Safeguarding Policy

> Exclusions Policy

Review Schedule

The Governing Body reviews this policy every three years. They may, however, review the policy earlier than this if the government, or the LA, introduces new regulations, or receives recommendations on how the policy might be improved.

Help Organisations

For further help and advice, contact one of the following organisations:

> Advisory Centre for Education (ACE)

> KIDSCAPE

> Family Lives

> Bullying Online