

HOLDEN LANE PRIMARY SCHOOL



POLICY DOCUMENT

Anti-Bullying Policy

Date: September 2022 – 2025

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Holden Lane Primary School

Anti - Bullying Policy

“Every Child Matters”

Introduction:

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society; however, that does not imply that they are inevitable or acceptable. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues are addressed, will an individual best be able to benefit from the opportunities available at the school.

The Education and Inspections Act 2006 outlines several legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Behavioural Policy, which is communicated to all pupils, school staff and parents.

All staff, parents and pupils work together to prevent and reduce any instances of bullying at the school. There is a zero-tolerance policy for bullying at the school.

Malicious Communications Act 1988

- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998
- Education Act 2011

The Anti-Bullying policy has been written in accordance with guidance, including, but not limited to:

- DfE (2017) 'Preventing and tackling bullying'
- DfE (2018) 'Sexual violence and sexual harassment between children in schools and colleges'
- DfE (2018) 'Mental health and wellbeing provision in schools'

The Anti-bullying policy operates in conjunction with the following school policies:

- [Safeguarding Child Protection Policy](#)
- [Positive Behaviour Policy](#)
- [Child Friendly Anti-Bullying Policy](#)
- [Online Safety Policy](#)
- [Child on Child Abuse Policy](#)

It's important to understand that there is a link between bullying, child-on-child abuse and harassment behaviours.

Children can abuse other children. This is generally referred to as child-on-child abuse and can take many forms. It can happen both inside and outside of school/college and online. It is most likely to include, but may not be limited to: bullying (including cyberbullying, prejudice-based and discriminatory bullying); abuse in intimate personal relationships between children/young people; physical abuse; sexual violence, sexual assault; sexual harassment; non-consensual sharing of nude and semi-nude images and/or videos; causing someone to engage in sexual activity without consent; upskirting; and initiation/hazing type violence and rituals. Adapted from: [Keeping Children Safe in Education](#)

Why do we need an Anti-bullying policy?

The school believes that its pupils have the right to learn in a supportive, caring and safe environment without fear of being bullied.

All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The school strongly believes in the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated. It is important therefore that the school has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

Definition:

Bullying is defined as a concerted and often prolonged effort to upset a targeted individual in order to demean and undermine to the advantage of the bully.

Bullying is not:

- Children falling out
- Children losing their temper
- Children pushing or hurting in a single event.

What is bullying?

The Holden Lane Primary definition of bullying is: "A systematic and extended victimisation of a person or group, by another or group of others."

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong.

Bullying is the use of aggression with the intention of hurting another person. Bullying is behaviour which results in pain, distress, anxiety or fear to the victim, it can affect a person's mental well-being.

Bullying behaviour can be:

- **Physical** - a child can be physically punched, kicked, hit, spat at, etc.
- **Verbal** - Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality etc.
- **Emotional** - isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- **Online /Cyber** - posting on social media, sharing photos, sending inappropriate text messages, social exclusion.
- **Indirect** - can include the exploitation of individuals.
- **Racial, Religious/Cultural** - racial, religious or cultural taunts, graffiti or gestures.
- **Special Educational Needs and Disability** - negative or abusive comments to anyone who appears to be 'different' mentally or physically.
- **Homophobic** - because of, or focusing on the issue of homosexuality, homophobic abuse/language.
- **Exclusion** - A child can be bullied simply by being repeatedly excluded from discussions or activities, with those they believe to be their friends.
- **Damage to property or theft** - Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

What can pupils do if they are being bullied?

- Remember that silence is the bully's greatest weapon.
- Tell themselves that they do not deserve to be bullied and that it is wrong!
- Be proud of who they are. It is good to be an individual.
- Try not to show that they are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group. Say firmly: "NO." Walk confidently away. Go straight to a teacher or member of staff to inform them.
- Fighting back nearly always makes things worse. As a school, we do not encourage or condone this behaviour.
- Tell a trusted adult straight away. The pupils will get immediate support.
- All the staff in the school will take any concerns seriously and will know how to deal with bullies in a way which will end the bullying and will not make things worse for the child.

What can pupils do if they know someone who is being bullied?

- **TAKE ACTION!** Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.

- If you feel you cannot get involved, tell an adult IMMEDIATELY. Responsible adults have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

What advice would we give a parent or carer?

- Support our anti-bullying policy.
- Make sure your child is fully aware of the school policy concerning bullying, and that they will not be afraid to ask for help.
- Encourage your child to be positive member of the community.
- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Find out how their day has gone, who they have spent their time with, how lunch was spent, etc.
- If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back as this approach will not resolve the situation or be supported by school.

Bullying Outside of School:

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be perpetrated by children from our own school, by children from other schools or by people who are not at school at all.

Where a child or Parent/Carer informs us of bullying off the school premises we will:

- Talk to children about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of any other school whose children are bullying.
- Talk to the Police where this is deemed necessary.

The DfE says that, "failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school's common duty of care." Legal Services advise that schools can take disciplinary action against children for incidents that occur outside of school.

As a school we will:

- Ensure all staff are given access to anti-bullying policy and procedures by the Head of Pastoral Care.
- All staff are expected to undertake online training with The Anti Bullying Alliance.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other.
- The PHSE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond or prevent bullying.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.

- Review the school policy annually and identify its degree of success.
- Have regular School Council meetings.
- Hold an annual Anti-bullying Week in school during National Anti- bullying week.
- The school staff will continue to have a firm but fair discipline structure. The rules are simple, easy to understand and reflect our school values.
- Assemblies help to raise pupils'awareness of bullying and derogatory language.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage pupils to treat everyone with respect.
- Holden Lane Primary values of equality and respect incorporated into the school's STARS Values, are embedded across the curriculum to ensure that it is as inclusive as possible.
- Differences and diversity are celebrated across the school through, diverse, displays, books, images. Whole school events including Anti - Bullying and E safety week.
- Peer mentoring and pupils – led programmes offer support for all.
- Pupils are continually involved in developing school –wider – anti -bullying initiatives through consultations with groups and through the anti – bullying survey.
- Treat bullying as a serious offence and take every possible action to eradicate it from our school.
- Working with parents and carers, and in partnership with community organisations, to tackle bullying where appropriate.
- Monitor and record all incidents on 'My Concerns'.

What the school will do if it believes a child is being bullied:

Holden Lane Primary School believes that children are intrinsically good but sometimes they may behave inappropriately towards others. When teachers believe that children are making others unhappy, they will act swiftly to rectify the behaviours. This will be in the form of:

- The hierarchy of consequences from the Positive Behaviour Policy.
- Activities which seek to improve the behaviours such as partnering children up to work together; support staff involvement for individual group work.
- Involving all sets of parents in a discussion how best to remedy the situation.

What parents can do if they believe that their child is being bullied:

Parents are always asked to encourage their children to tell a teacher immediately that they have been upset. In turn parents are encouraged to discuss their concerns with school, initially the teacher who will inform the Headteacher and Head of Pastoral Care. Parents should attempt to discover names, times and frequency whenever possible so that school can make full investigation by asking adults and children and by observing behaviours.

Action to be taken when bullying is suspected:

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. Help, support and counselling will be given as is appropriate to both the victims and bullies.

If any degree of bullying is identified, the following action will be taken;

To support the victims we will:

- Offer immediate opportunities to talk about the experience with the class teacher, support staff, Head of Pastoral Care, or any other adult the child may choose.
- Inform the victim's parents/guardians.
- The class teacher and support staff will monitor and support the situation, working closely with the Head of Pastoral Care.
- The pupil will be offered a 1:1 session with the Head of Pastoral Care.
- External referral for support may be made.
- Arrange for the children to be escorted to and from the school premises
- Apply one or more of the disciplinary steps described below to prevent further incidents.
- In all cases we will try to empower the victim to seek help and feel confident and safe in resolving the issue.

Perpetrator:

- All incidents will be investigated fully by the head teacher and Head of Pastoral Care.
- The class teams will monitor and support the situation, working closely with the Head of Pastoral Care;(also Deputy Designated Safeguarding Lead).
- Parent/Carer will be informed.
- Parent/Carer may be asked to attend a strategy meeting to try and resolve issues and establish the root cause of bullying behaviour.
- Children may be internally or externally suspended depending on the severity of the bullying. This is at the discretion of the Headteacher.
- Children may be kept in at break and lunchtimes.
- Children may lose reward time or other privileges.
- Further input in Emotional Literacy from the SENCO or Head of Pastoral Care either on a 1:1 or small group basis.
- External referrals for support may be made if required.

Responses to bullying will include SMART (specific, measurable, achievable, realistic and time bonded) outcomes.

Monitoring, Evaluation and Review:

The school will review this policy and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Date of Policy: September 2022

Date of Review: September 2025