



HOLYBROOK PRIMARY SCHOOL

ANTI BULLYING POLICY

Date of issue		Review date		Date ratified by Governing Body	
November 2023		November 2024		November 2024	
	Print name	Signature		Date	
School Leader	Mr Lloyd				
On behalf of Governing Body	Mrs S Chrichton				

HOLYBROOK PRIMARY SCHOOL

Anti Bullying Policy

Holybrook Primary School believes that children should learn in an environment which promotes courtesy, kindness and respect.

Rationale

At Holybrook Primary School we recognise that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively.

Holybrook Primary School recognises that a number of other policies and procedures developed and operated by school form part of the wider agenda of safeguarding and promoting children's welfare and this policy should be read in conjunction with the policies and guidance listed below:

- Child Protection Policy
- Keeping Children Safe in Education
- Care and Control Policy
- Behaviour Policy

What is bullying?

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves.

We believe that there are several types of bullying:

- **Emotional:** excluding from a group, tormenting, ridiculing, humiliating
- **Physical:** hitting, punching, pinching kicking or taking someone's belongings.
- **Verbal:** name-calling, insulting, indirect bullying, through spreading stories about someone, threats, making fun of someone.
- **Racist:** racial taunts, gestures, making fun of someone's culture or religion.
- **Homophobic / bi-phobic:** homophobic and bi-phobic name-calling or comments, gestures, making fun of someone's sexual orientation.
- **Transphobic:** bullying based on prejudice or negative attitudes, views or beliefs about, or behaviours towards trans people including non-binary people. This can include denying someone's gender or refusing to accept it.
- **Disability-based:** bullying due to someone having a disability and negative opinions about this.
- **Sexual:** unwanted physical contact, sexually abusive or sexist comments.
- **Cyber:** setting up hate websites or sending offensive e-mails and texts. Use of social media platforms such as Facebook, Snapchat, Youtube and Tiktok to send abusive videos or messages.

Bullying is not:

It is important to understand that bullying is not the odd occasion falling out with friends, name calling or having arguments. Children do sometimes fall out or say unkind things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

It is bullying if it is done repeatedly and on purpose.

Whenever the opportunity arises it must be made profoundly clear that we will **not** tolerate bullying at Holybrook Primary School. We are committed to providing a caring, friendly and safe environment for all our pupils so that they can grow and learn in a relaxed and safe environment.

Why do we tackle bullying?

We tackle bullying as an issue because we are an effective, caring school and we believe that:

- Children should be happy and feel safe at school
- Bullying makes people unhappy and leads to low self-esteem.
- Pupils who are being bullied are unlikely to concentrate fully on their schoolwork.
- Some pupils avoid being bullied by not attending school.
- Pupils who observe unchallenged bullying behaviour may copy this anti-social behaviour.
- We wish to build the self-esteem of all pupils, especially bullies and victims.

Procedures for reporting and responding to bullying incidents

Allegations and incidents of bullying at Holybrook Primary School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard. Staff will support all children involved whilst the allegations and incidents are investigated and resolved.

The following procedures are to be followed:

- Incidents of potential bullying need to be reported to an adult in school.
- The incident will be recorded as 'Alleged Bullying' on CPOMS whilst the investigation takes place. If the incident is later found to be bullying after investigations are concluded, the CPOMS entry can be later amended by senior leaders to 'Bullying' and the relevant subcategory.
- The class teacher will initially speak to all children involved about the incident separately or if appropriate as a group. This will be reported to the Senior Leadership Team.
- Following discussions with the children, the problem will be identified and possible solutions suggested.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied e.g. loss of privileges, spending playtime and lunchtimes with an adult, parents being called into school.
- If possible, the pupils will be reconciled.

- An attempt will be made and support given to help the bully (bullies) understand and change his/her behaviour.
- In repeated or serious cases the school may follow the following sanctions: lunch time exclusion, fixed term suspension, permanent exclusion.
- Staff will attempt to adopt a problem-solving approach through circle times, PSHE activities and/or drama activities or mentoring with one of our pastoral members of staff.

Role of Parents

Parents have an important part to play in our anti bullying policy. We ask parents to:

- Look out for unusual behaviour in their child – for example not wanting to attend school, feeling ill regularly, or not completing work to their usual standard.
- Always take an active role in their child's education, enquire how their day has gone, who they have spent time with etc.
- Inform the school if they feel their child may be a victim of bullying behaviour. Their complaint will be taken seriously and appropriate action will follow.
- Never approach a child in the playground or on their way home who they feel has bullied their child.
- Advise their child not to fight back or to repeat the bullies' behaviour as this will only make the situation worse.
- Reassure their child that it is not their fault they are being bullied.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These include:

- Work by the pastoral team around relationships and friendships.
- Regular PSHE teaching following the agreed schemes of work.
- Focus on Relationships education.
- Regular Zones of Regulation work in classes to allow children to understand and articulate their feelings.
- Taking part in national anti-bullying week.
- Awareness through anti-bullying assemblies.
- Outcomes from monitoring of bullying, pupils voice and questionnaires etc. will be acted upon to ensure provision continually addresses any concerns.
- Circle time in early years.
- Drama/role play activities.
- The following of the whole school behaviour policy which includes using praise and rewards to reinforce good behaviour.
- Encouraging the whole school community to model appropriate behaviour towards one another.

Monitoring of Policy

This policy will be monitored by the Senior Leadership Team and through staff meetings and will be reviewed annually.

