Anti Bullying Policy

Hampton Lakes Primary School

Policy last reviewed:	June 2025
Next review due:	June 2027
Member of staff responsible:	Mrs Katie Steel
Ratified by:	LGB

Rationale

We value people, We value learning, We value behaviour

Our vision is to be an outstanding school, and we will promote, and expect, the highest standards of pupil behaviour, so that high quality learning can take place, so that all children can feel happy and confident in coming to school.

Hampton Lakes Primary School will have a positive ethos which emphasises respect, responsibility and participation; we will place a high emphasis on establishing positive relationships with children, based on honesty and fairness; everyone will be expected to behave with courtesy and good manners.

At Hampton Lakes Primary School we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. At Hampton Lakes Primary School, we acknowledge that bullying does happen from time to time – indeed, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Definition

Bullying is defined as deliberately hurtful behaviour, usually repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in hurt and distress.

The main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, insults, threats, racist or homophobic remarks, graffiti)
- Indirect (spreading rumours, excluding someone from social groups)
- Sexual harassment (repeated and unwelcome physical contact, comment or suggestion or jokes of a sexual nature)
- Cyber-bullying – the use of electronic means to bully others (text message, email, social networking sites, distribution of defamatory images etc.)
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Children who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or ‘clinging’ to adults. There may be evidence of changes in work patterns, lacking concentration or not wanting to come to school.

Children must be encouraged to report bullying whether it relates to themselves or others.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children'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.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with the school policy.

Our Statutory Duty

Head teachers have a legal duty under the Education and Inspections Act 2006 (Section 89) to draw up procedures to encourage good behaviour and prevent all forms of bullying amongst children. These measures should be part of the school's behaviour policy which must be communicated to all children, school staff and parents.

Our school is also committed to ensuring the protection and support of groups identified under the Equality Act 2010.

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be taken seriously, and dealt with as soon as possible by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the class teacher, who will inform the Phase Leader and if necessary a senior member of staff to investigate further
- The member of staff will interview all concerned and will record the incident
- Parents will be kept informed
- Punitive measures, together with restorative conversations, will be used as appropriate and in consultation with all parties concerned
- The situation will be monitored and support put in place to prevent a reoccurrence of the incident

Standing up to bullying behavior

Hampton Lakes Primary School is committed to stopping bullying behaviour and to do this requires everybody's involvement. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, chat time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Children will be taught a range of strategies to support them in their right to feel safe, happy and confident, and will know that adults will listen and respond to their worries, such as:

- Try not to let the bully know that he/she is making you feel upset
- Try to ignore them

- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it
- Stay in a group, bullies usually pick on individuals
- Get away as quickly as you can
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative
- If you are scared, ask a friend to go with you when you tell someone
- If you don't feel you can talk to someone about it, write it down and post it in the 'Worry' box
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?)
- Keep a diary of what's been happening and refer to it when you tell someone
- Keep on speaking out until someone listens and helps you
- Never be afraid to do something about it and quick
- Don't suffer in silence
- Don't blame yourself for what is happening
- Call a helpline
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

The following are what every member of the school community can expect from Hampton Lakes Primary School and the responsibilities that are expected from each member.

All children

Children may find themselves in vulnerable positions sometimes, e.g. when they start a new school or if they are having problems at home, etc. As part of the school community, children have a responsibility to help combat bullying by supporting other children when they are vulnerable.

If children know another pupil is being bullied (this could be a friend, someone in one of their classes, or someone that they just see around the school and have never spoken to; and where the bullying could be happening at school, or on the way to and from school), children must let a member of staff know about the bullying.

*Children **who have been bullied** may be supported by:*

- Offering an immediate opportunity to discuss the experience with a class teacher, pupil mentor or member of staff of their choice
- Reassuring the child
- Offering continuous support to restore self-esteem and confidence
- Access to the Peer Mentor team
- Invitation to weekly 'circle of friendship' sessions

*Children **who bully** will be helped by*:

- Discussing what happened
- Discovering why the child became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the child
- Offering support with the child mentor to help change the behaviours of the child

The following **disciplinary steps** can be taken:

- Official warnings that the bullying must stop
- Time out/ Detention
- Exclusion from certain areas of school premises
- Internal exclusion
- Minor fixed-term suspension
- Major fixed-term suspension
- Permanent exclusion

As part of our commitment to the principles of Restorative Justice, (See HAT Behaviour Policy) we will always consider the use of a Restorative Conference after a bullying incident has been resolved, in order to avoid any repercussions as pupils continue their lives at school. In some cases, parents/carers may be involved in such meetings.

Parents

Our commitment to parents is that if they raise the issue of bullying with a member of staff, we guarantee that we will get back to them **within 24 hours** to let them know what we have found out about the situation, and what we intend to do about it. Dealing with bullying is a very high priority for our school. All parents should feel confident that concerns will be dealt with seriously.

If their child is suspected of bullying, parents can assume that their child will be listened to, treated fairly and will be expected to change their behaviour. Parents will be asked to support the school in bringing about this change.

Staff

All staff can expect to be properly trained and supported in dealing with bullying.

All staff will be expected to:

- Promote an environment that is constructive and safe for all pupils through their own teaching practice and actions
- Follow the procedures set out in this policy when they are dealing with bullying

Role of Governors

- Governors will monitor that this policy is being implemented, and will evaluate its effectiveness by receiving data from the Head of School from the incident log, parent and pupil surveys.

Additional Documentation:

- HAT Values
- LAKES Code
- Classroom Code
- Behaviour Policy

- Rewards and Sanctions
- Equal Opportunities Policy
- SEND Policy
- Early Years Foundation Stage Policy
- Home School Agreement

APPROVED BY GOVERNORS:

_____	_____	_____
SIGNATURE	**NAME**	**DATE**