



Heronbridge School

Policy: Anti-Bullying Pupils

Coordinator: S Fowler

As a Rights Respecting School, we are committed to embedding the principles of the United Nations Convention of the Rights of the Child (UNCRC). This policy enables our pupils to access and enjoy the following articles of the convention.

Article 1-Every child under the age of 18 has all the rights in the convention

Article 2-All children have these rights

Article 19-I have the right to be protected from being hurt or badly treated

Article 29-Education must develop every child's personality, talents and abilities to the full.

Article 31-I have a right to relax and play

Article 34-Nobody should touch me in ways that make me feel uncomfortable, unsafe or sad

Article 42-Every child has the right to know their rights

Adopted 6/11/2013

Last Reviewed 11/2021

Next Review 11/2023

Introduction

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

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. However, it can also occur as a one-off incident where a victim has been left traumatized and nervous for future re-occurrence.

The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyber (The use of social media, mobile phones and apps to cause an individual emotional upset)

Pupils 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 truanting from school. Pupils must be encouraged to report bullying in school.

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

Statutory duty of schools

Head teachers have a legal duty under the "Rights, Respect, Equality: Statutory guidance for governing bodies of maintained schools" (November 2019) to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the head teacher.
- Incident will be logged in line with the school behaviour policy using Behaviour Watch.
- The head teacher will interview all concerned and will record the incident.

- Class Teachers will be kept informed.
- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation will all parties concerned.

Pupils

Pupils who have been bullied will be supported (where appropriate) by:

- Offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.
- If needed, pupils concerned will be offered further support from the Pupil Support Team

Pupils who have bullied will be helped (where appropriate) by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents or guardians to help change the attitude of the pupil.
- If needed, pupils concerned will be offered further support from the Pupil Support Team.

The following disciplinary steps can be taken:

- Official warnings to cease offending.
- Appropriate behaviour strategies if needed and appropriate recording of incidents using Behaviour Watch.
- Detention.
- Exclusion from certain areas of school premises.
- Recommendations may result in a referral to the Pupil Support Team.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in the Relationships and Sexuality scheme of work, time with teachers, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

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