

ANTI-BULLYING POLICY

A SUMMARY FOR PARENTS

Introduction

We have recently reviewed and updated our Anti- Bullying Policy and would like to take this opportunity to share it with you.

Rationale

The physical and emotional well being of our children is of the utmost importance.

We believe that bullying is unacceptable behaviour and no excuses should be made for it. All forms of bullying are equally unacceptable.

There will be zero tolerance of bullying and incidents that we are made aware of will be investigated thoroughly and be dealt with quickly. We strive to create a “telling” environment where children feel safe to tell a member of the school community about any incidents of bullying.

It is our intention that all children know what bullying is and that it is wrong. They need to know what to do if they’re getting bullied and how to help others.

What is bullying?

- **It is deliberate, hurtful behaviour.**
- **It is repeated over a period of time.**

Bullying can take a number of forms:

- Physical violence e.g. hitting, kicking
- Emotional and verbal e.g. name calling, exclusion, threatening and coercion
- Not respecting property e.g. Damage to personal property, pencil cases etc, hiding PE bags, taking lunch

It is difficult for those being bullied to defend themselves.

It is difficult for those who bully to learn new appropriate behaviours.

The person who bullies has and exercises power over the victim.

Guidelines for dealing with incidents of bullying

The following clear set of procedures will be followed fairly and consistently in all cases of reported bullying.

1. Bullying must be **reported**. We must ensure that the children understand that staff/adults cannot deal with what we don't know about. Incidents can be reported to any member of the school community and will initially be investigated by the class teacher. The Deputy Headteacher/ Headteacher will be informed.
 2. **Investigation** - Discussions will take place with:
 - the alleged victim
 - the alleged bully
 - any witnesses
- A decision will be made as to whether bullying has occurred. We will always help children to understand the difference between real bullying and children falling out. Sometimes children and adults talk about bullying when they mean a disagreement.
3. **Recording** - a confidential record of bullying and any serious incidents of unacceptable behaviour will be kept in school by the Headteacher.
 4. **Consequences** - will be discussed and used, as appropriate, in line with the school behaviour policy.
 5. **Communication** - we will always ensure that the parents of the bully and the victim are fully informed of the situation and that the matter has been dealt with. If appropriate, class or whole school discussion about the issues may be conducted in a general fashion, with no use of names.

The Victim

The victim needs to understand that it was right to tell about the bullying and will be reassured that the matter will be investigated and know that repercussions will not be tolerated. We will monitor regularly and check to see that the situation has improved and that no further incidents of bullying have occurred. We will help the children to develop strategies to develop their confidence in social situations and become more assertive.

The Bully

The children will be encouraged to understand:

- that they are responsible for their own behaviour
- what impact their behaviour has on the victim and how the victim would feel as a result of the bullying incident
- that they can change their behaviour and avoid further incidents of bullying

Witnesses

The witness needs to understand that it was right to tell about the bullying that they saw and will be reassured that the matter will be investigated and know that repercussions will not be tolerated.

Racism

We are legally obliged to record any incidents of racist behaviour including use of racist language. We consider racism to be a particular form of bullying, and will therefore be dealt with and recorded under the same procedures as bullying.

Parents should:

- Report any suspected bullying to the Class teacher/ Headteacher
- Encourage their children to become confident in their relationships and develop strategies to become more assertive.
- Help their own children to understand the difference between arguments and problems between children and bullying.

Finally

It is important to remember that we are all working for the good of the children. Please do not hesitate to contact us if you have any concerns.

Some schools experience significant problems with the way in which parents behave, with many teachers experiencing verbal abuse and physical threat.

Thankfully, this is not the case at Hookstone Chase. However, there may be times of upset, when emotions run high. We expect however, that all people in school – pupils, staff, parents, Governors and visitors to conduct themselves in an appropriate manner that sets a good example for everyone, even when in disagreement.

Reviewed: January 2019

Author: Miss V Watson, Headteacher