



Hebden Royd C.E. (VA) Primary &
Nursery School

Anti-Bullying Policy

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1. Definition

Hebden Royd Primary School defines bullying as:

'a series of deliberate actions done to cause distress in full knowledge that the recipient is in distress. Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or property.'

Children of Hebden Royd Primary School have identified the following as bullying behaviour:

- Something that is done repeatedly/repetitively/constantly; something that is deliberate; hurtful, horrible and bad, such as calling names; hitting, punching; kicking; laughing at people or at people's clothes; not letting people play a game; stealing people's things; making them feel insecure and low; lying about people; shouting at people or bossing them; spying on someone; not listening; pushing; telling secrets; chasing or spreading rumours.

Staff members, governors, parents, volunteers and children of Hebden Royd Primary School work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

2. Aims

- To provide a safe, caring environment for the whole school community, especially the children in our care
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon
- To reassure children that they will be listened to and will know that it is alright to tell
- To listen to parents and keep them informed of actions taken in response to a complaint
- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints
- To take appropriate action, including exclusion, in cases of severe bullying

- The Headteacher to monitor incidents of bullying during the school year
- To give children the skills and strategies to deal with bullying
- To provide advice and guidance to parents

3. Strategies for dealing with Bullying

In dealing with bullying, staff at Hebden Royd Primary School will follow these fundamental guidelines:

- Never ignore suspected bullying
- Do not make premature assumptions
- Listen carefully to all accounts – several children with the same version may not mean they are telling the truth
- Adopt a restorative approach that encourages empathy
- Keep daily records
- Strategies have been introduced at Hebden Royd Primary School to reduce bullying.

These strategies cover:

- Restorative practice
- Communication between Senior Leadership Team and lunchtime supervisors
- Raising awareness about bullying and the anti-bullying policy
- Increased understanding for victims
- Teaching children how to manage relationships in a constructive way
- Encouraging children to tell someone if they are being bullied – WE ARE A 'TELLING' SCHOOL

Staff should apply one or more of the procedures below, depending on the perceived seriousness of the situation. The emphasis should always be one of showing a caring and listening approach. In response to a complaint of bullying, the discipline procedures of Hebden Royd Primary School should be followed, with staff making a full investigation, keeping detailed records and applying sanctions as necessary.

The procedures should be followed by the Headteacher or a member of the teaching team:

- Discuss the nature of the bullying with the recipient at length, recording all the facts. Identify the perpetrator and any witnesses.
- Interview witnesses
- Discuss the incident(s) with the alleged perpetrator. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.
- If the perpetrator owns up, praise truth telling but make it understood that bullying is not acceptable at Hebden Royd Primary School and what effect it has on the wellbeing of the victim and the rest of the children in the class/school. Instigate restorative practice and apply relevant sanctions.
- If the allegation of the bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions. If there is not sufficient evidence, inform staff and ask for vigilance especially in less-structured situations e.g., lunch hall and playground
- Hold separate discussions with parents of perpetrator and recipient.
- Sanctions for the perpetrator include:
 - Loss of play times

- Fixed period of exclusion from school
- Provide a Pastoral Support Programme for the recipient with monitoring and observing at break times and lunchtimes and through discussion to make sure there is no repetition. A mentor will support the child during this programme if appropriate.
- Provide a Pastoral Support Programme for the perpetrator. This will include a Behaviour Support Programme and opportunities in circle time or groups for child/ren to discuss relationships, feelings and the effect bullying can have on individuals.
- Follow up proven cases to check bullying has not returned.

In order to reduce incidents of bullying and recognise perpetrators, all staff watch for early signs of distress in children. We listen, investigate in good faith and act.

4. Parental Involvement/Communication

- Hebden Royd endeavours to have open and supportive communication with parents in relation to all bullying incidents. The school ensures that parents know what measures are being taken to prevent bullying, as well as how incidents are responded to.
- Parents who are concerned that their child may be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the school immediately.
- Parents have a responsibility to support the School's Anti-Bullying Policy and to actively encourage their child to be a positive member of the school.

5. Bullying off the School Premises

Hebden Royd Primary School is not directly responsible for monitoring and responding to bullying off the school premises; however, if both the recipient and the perpetrator are from Hebden Royd Primary School, action will be taken as though the incident has occurred within the school and this includes informing parents.

6. Bullying directed towards Race, Religion, Gender, Sexual Orientation or Disability

Hebden Royd Primary School will not tolerate bullying against anyone because of their race, religion, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Negative stereotypical views are challenged and children learn to appreciate and view differences in others positively, whether arising from race, religion, gender, ability, sexual orientation or disability.

a. Religious or Racial Bullying/Harassment

Religious or racial bullying will not be tolerated in Hebden Royd Primary School and will be treated seriously. If a child receives verbal abuse, physical threats or attacks, or if a child brings racist literature into school, incites others to behave in a racist way or writes racist insults, governors are informed. A full investigation will be carried out, recording incidents on CPOMS and, if necessary, instigating the 'PREVENT' procedures. Incident reporting is also a standard item on the governors' agenda. Hebden Royd Primary School has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in PSHE and Citizenship lessons and in Religious Education lessons.

b. Sexual Orientation or Gender Bullying/Harassment

Hebden Royd Primary School will not tolerate bullying against anyone because of their sexual orientation or gender. Children do not have to be homosexual or bi-sexual to experience such bullying. Strategies to deal with such bullying include:

- Recording of incidents as above
- Awareness by staff that homophobic bullying can occur

- Challenging homophobic language and explore children's understanding – they might not understand the impact
- Implement discipline procedures if the bullying warrants it

c. Special Education Needs or Disabilities

- Children with special education needs or disabilities might not be able to articulate experiences as effectively as other children. However, they are often at greater risk of being bullied, both directly and indirectly and usually about their specific disability.
- We try to make classroom activities and lessons sensitive to such children's needs. We teach assertiveness and other social skills and teach recipients of bullying strategies to help themselves and to get help. A named mentor is appointed for the children to confide in.
- All bullying is taken seriously, Hebden Royd Primary School will undertake a full investigation, including a full discussion with witnesses, recording incidents on CPOMS and contacting parents. Discipline procedures are implemented.
- High attainers can also be affected by bullying. Teachers should treat this as seriously as any other type of bullying.

7. Cyber Bullying

Bullying can take place through the use of social networking outside the school working day. If this happens outside of school and does not affect the children within the school then this becomes the responsibility of the parent. All social media apps have an age-rating of 12+. If the child is experiencing issues through use of these social media apps, then it is parental choice and should be dealt with by the parent. If evidence of this comes to light affecting any children within school, then it will be dealt with in the same way as any other bullying incident at Hebden Royd Primary School.

If you would like further advice on the appropriate use of social media then please see a member of the senior leadership team. Information regarding app age ranges can also be found here:

[App Age Ranges](#)

8. Equality of Opportunity

The school is committed to providing equal opportunities for all regardless of race, faith, gender or capability in all aspects of school. We promote self and mutual respect and a caring and non-judgmental attitude throughout the school.

9. Review framework

The policy should be reviewed annually (or sooner in the event of revised legislation or guidance) and links to other school policies and statutory responsibilities i.e.

Equality Act 2010

SEN and Inclusion Policy

Protecting and Safeguarding Children Policy

Our Responsibilities Under the Education and Inspection Act 2006

Our Responsibilities under Section 175 of the Education Act 2002