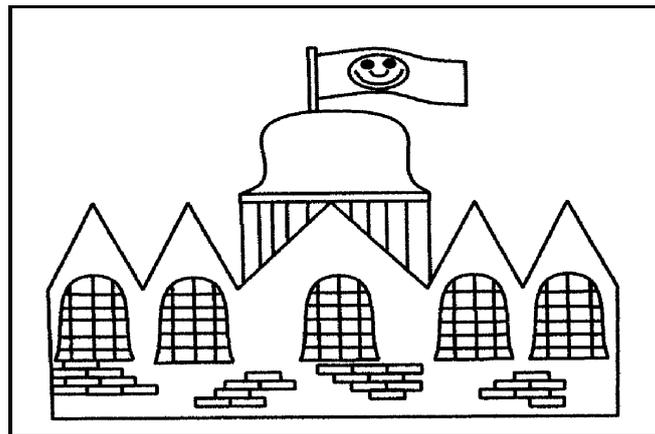


Hillocks Primary and Nursery School



Policy for Anti-Bullying

ANTI BULLYING POLICY

Aims:

- Encourage a positive and caring ethos between adults and children where all feel safe to report any incidents of bullying, know they will be taken seriously and issues dealt with appropriately.
- Ensure all members of the school community are clear about their responsibilities with regard to the eradication of bullying in our school
- Have a consistent approach to bullying throughout the school making clear what is and what is not bullying behaviour.
- provide a consistent school response to incidents of bullying and make clear that it is unacceptable in any form.

Definition

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully'. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be a series of incidents or an unresolved single frightening incident, which casts a shadow over a child's life. It can be an incident which happens during school hours, outside of school hours and via social networking sites/mobile phones. (As a school we recognise that there is sometimes a need for parents to request that their child/ren bring their mobile phone to school. School council's decision is that mobile phones should be handed in to the office first thing in the morning and retrieved at the end of the school day.)

At Hillocks, staff, governors, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying needs to be brought to the attention of staff either by the person themselves, their friend(s), their parent(s)/carer(s) or any other person who notices.

We are collectively responsible for stopping bullying.

Strategy for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as people who bully are often victims too.

- Discussions of the perceived problem with all those involved, individually.
- Once evidence has been gathered and the facts established staff will have separate discussions with parents/carers of all those involved.
- Sanctions may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s).
- Continued monitoring of the situation by observing at playtimes/lunchtimes and having discussions with all those involved to ensure no repetition.

Staff at Hillocks will use the following strategies to identify and prevent bullying:

- All staff watch for early signs of distress in pupils.
- Staff on playground duty will monitor children who appear to be alone.
- Regular discussions in classrooms encouraging children to talk about their feelings and worries.
- Posters in school advertising these measures and dissuading children from bullying.
- The Childline telephone number to be displayed clearly in school.

We have a whole school approach to identifying and dealing with bullying.

It is based on STOP 1 and STOP 2

STOP 1 means several times on purpose

STOP 2 means start telling other people

Posters are displayed in classrooms.

We have on a few occasions had bullying behaviour identified by parents who have felt intimidated by other adults when bringing their child to school. We will always support any parent/carer experiencing these difficulties. Please ask to see a member of the senior leadership team who you can speak to in confidence

Sept 2019