



Hadley Wood Primary School Anti-Bullying Policy

Date the policy came into effect	July 2022
Date of the next policy review	July 2024
Name of the person responsible for this policy	Fran Worby
Issued to	Staff, governors and parents
Date of issue	July 2020

Anti- Bullying Policy

Rationale

As a 'Values' school we are committed to a policy of inclusion, equality and justice. We aim for pupils to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively

At Hadley Wood Primary School, we acknowledge that bullying can and does happen from time to time and that bullying can happen to adults in the workplace. When bullying does occur, everyone should feel able to tell and know that incidents will be dealt with promptly and effectively in accordance with our school anti-bullying policy.

Wellbeing and the promotion of good mental health practices are embedded in our school culture and all pupils understand how to protect their own wellbeing and the wellbeing of others.

Our school offers support to parents on how to help their children engage safely and responsibly with social media through emails to parents; sharing of online safety links and information on our website; advice in the school newsletter and signposting to other sources of support and advice.

All children and young people have the right to be protected from physical, emotional and mental violence; a right enshrined in the United Nations Convention on the Rights of the Child. Children also have the right to learn, live, travel and play in a safe environment where they can thrive and achieve their full potential.

Our bullying policy should be read in conjunction with our school's behaviour policy.

What is Bullying?

At Hadley Wood we have an agreed understanding of what bullying is. This has been agreed by governors, staff, parents and pupils.

We recognise that bullying is the deliberate/premeditated targeting of an individual using physical or mental abuse to cause harm and/or intimidation and distress **over a period of time**. Bullying may be racist, sexist, or homophobic. People can be bullied for any reason; because of the way they look, because of their religion, their age, because of a learning or physical disability for example.

Type of Bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none">• Racial• Faith-based	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)

<ul style="list-style-type: none"> • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Online bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Bullying can take many forms including; name-calling, threats, humiliation, playing tricks and pranks, spitting, hitting, pushing and jostling, 'accidentally' bumping into someone, damaging or taking belongings, malicious text messages, online communications and photographs, leaving people out of groups or games or social occasions, and spreading hurtful and untrue rumours. Several of these behaviours plainly involve the use of words. Several, however, may be non-verbal, involving body language, gesture and facial expression. Non-verbal behaviours can be just as hurtful and intimidating as those which involve abusive language.

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 and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

Important Contacts

Designated Safeguarding Lead (DSL)	Mrs Fran Worby
Deputy DSL	Mrs Lynsey Jennings
Deputy DSL	Mrs Paula Bertram
Chair of Governors	Mrs Jo Lee
Local authority designated officer (LADO)	Andreas Kyriacou safeguardingservice@enfield.gov.uk

Why is it Important to Respond to Bullying?

Bullying can be extremely damaging. It can lead to a lasting lack of self-esteem, depression, anxiety and physical harm. Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaving. Our school has a responsibility to respond promptly and effectively to issues of bullying, as outlined in the DfE document https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

Safeguarding

Hadley Wood fully recognises the contribution it can make to protect children and support pupils in school and beyond. We are fully committed to safeguarding our pupils through prevention, protection and support. We are also committed to actively promoting the fundamental British Values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs; the pupils are encouraged to develop and demonstrate skills and attitudes that will allow them to participate fully in and contribute positively to life in modern Britain. It is our duty to protect children and young people against the messages of all violent extremism and to prevent terrorism. Any concerns should be referred to the Designated Safeguarding Lead or one of the named Designated Safeguarding Team who have local contact details for PREVENT and Channel referral

Aims and objectives

At Hadley Wood bullying is unacceptable and can damage children's individual and educational needs. We therefore do all we can to prevent it, by developing a school ethos in which bullying is not tolerated under any circumstances. This policy aims to produce a consistent school response to any bullying incidents that may occur. All members of the school community have the responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

Within Hadley Wood Primary School we want:

- All children to feel safe to learn, play and enjoy the company of others.
- All children and adults to be treated fairly, with respect and dignity.
- All adults to feel happy and safe in the workplace.
- Everyone to listen carefully to what children and adults have to say and treat all accounts with due seriousness.

The school will set about doing this the following ways:

- The school will meet the legal requirements for all schools to have an anti-bullying policy in place
- The school will work closely with other professional agencies to ensure that children stay safe as stated in the Children's Act 1989, the SEN and Disability Act 2001, the Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004. (See appendix 1 for more detailed legal framework).
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will know what the school policy is on bullying.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc.) and proactive teaching strategies (PSHE lessons, circle time etc.) will be used throughout the school to reduce opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work and express themselves free from fear of being bullied.

Signs and Symptoms

A child may not want to tell anyone if they are being bullied, but their behaviour might well show that something is not right. Adults should be aware of these signs and investigate further if a child:

- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- feels ill in the morning
- is frightened of walking to or from school
- starts stammering

- cries themselves to sleep at night or has nightmares
- changes their usual routine
- begins to underperform in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- has unexplained cuts or bruises
- asks for money or starts stealing money
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- becomes secretive, especially around internet links
- stops eating
- is frightened to day what is wrong
- is afraid to use the internet or mobile phone
- is nervous or jumpy when an online message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Bullying off the School Premises

While the school will make every effort to deal with bullying on the school premises and to prevent bullying outside the school gates, we recognise that we cannot be held directly responsible for bullying that takes place off site, by pupils in this school, or by pupils of other schools or on pupils' journey to school. At Hadley wood we encourage pupils to tell us about incidents that happen inside and outside school so that we can:

- raise concerns and take steps as appropriate e.g. contact police to alert them to trouble spots, gangs etc.
- alert colleagues in another school whose pupils are bullying off premises
- map safe routes to school in the event of a pupil being bullied on their journey to school
- offer pupils strategies to handle bullying off the school premises

Online bullying

Mobile, internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide. But their popularity provides increasing opportunities for misuse through online bullying. It is crucial that children and young people, who are particularly skillful at adapting to new technology, use their mobiles and the internet safely and positively, and that they are aware of the consequences of misuse.

School staff, parents and pupils of Hadley Wood Primary School must be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears. Unlike other forms of bullying, online bullying can follow children and young people into their private spaces and outside school hours; there is no safe haven for the person being bullied. Online bullies can communicate their messages to a wide audience with remarkable speed and can often remain unseen and unidentifiable.

What is Online bullying?

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.
- Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.

- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible.
- Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a virtual chat room or app.
- Bullying through instant messaging apps is an online form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.
- Bullying via websites includes the use of defamatory blogs, personal websites and online personal polling sites. There has also been a significant increase in social networking sites/apps for young people, which can provide new opportunities for cyberbullying.

The school has a duty to ensure that:

- Teachers have sufficient knowledge to deal with online bullying in school
- The curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely
- All online communications used on the school site or as part of school activities off-site are monitored
- Internet blocking technologies are continually updated and harmful sites blocked
- They work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice
- Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school
- They work with police and other partners on managing online safety and a zero tolerance approach is taken to any form of online bullying.

Staff have a responsibility to:

- Teach children safe internet etiquette
- Apply school policy in monitoring electronic messages and images
- Teach pupils the value of online communications and the risks and consequences of improper use, including the legal implications
- How to cope with online harassment and where to seek help if they feel they are being bullied.

Hadley Wood Primary School can help parents by:

- Providing information via website and newsletters
- Emailing parents when incidents are reported to remind them online safety rules and protocols
- Providing support when cyberbullying incidents are reported

What can you do if you are being bullied?

We want everybody to feel confident to report bullying whenever and wherever it happens, and get the help they need to feel safe again. If someone is bullying you, it is important to remember that it is not your fault and there are people that can help you. Tell someone you trust, giving them as many facts as you can (Who? Where? What? Why? When? How?). All pupils know that if they are experiencing bullying they should tell their teacher in the first instance or use the class Trust Box, which is monitored regularly, to voice their concerns.

What can you do if you see someone else being bullied? (The role the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means that the bully has won and gives them more power. There are ways you can help without putting yourself in danger, for example tell a member of staff as soon as possible or ask someone you trust about what to do.

Strategies in school for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. These include:

- each class agreeing on their own set of class rules
- making national anti-bullying week a high profile event each year
- raising awareness through assemblies, work in PSHE/P4C lessons and circle time discussions
- setting up circle of friends support network to support individuals experiencing difficulties
- using drama and role-play activities to help children be more assertive and teach them strategies to help them deal with bullying situations
- introducing playground improvements and initiatives, e.g. school sports leaders
- training year 4 & 5 pupils to be Peer Mediators
- using praise and 'Good to be Green' rewards to reinforce good behavior
- involving parents and the wider community
- multi-agency work – working with social services, police etc.
- pupils speaking directly to the Learning Mentor about any worries or concerns they may have throughout the course of the day

In addition, staff need to feel safe in order to help make the children feel safe. Staff are aware of procedures to follow in such an instance or they can contact their union for advice and support. All employees come under the Enfield - Equal Opportunity for All Policy. Equal opportunity for all should be the experience of Enfield staff, residents and service users, regardless of age, gender, disability, faith, race, sexuality, nationality, and income or health status.

Procedures for reporting and dealing with bullying incidents

At Hadley Wood Primary School all staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously and dealt with impartially and promptly. **All those involved will have the opportunity to be heard.** Staff will protect and support all those involved whilst allegations and incidents are investigated and resolved.

The following step by step procedures will be followed in all cases:

1. Initially, staff will listen and speak to all children involved about any reported incident
2. All reported incidents will be fully investigated by the class teacher to ascertain whether they are a case of bullying or other behaviour issues which can be dealt with through the school's behaviour policy
3. In all cases of bullying, the incidents will be recorded by staff on ScholarPack using the incident tab. This enables the school to keep detailed records of any incidents
4. Appropriate advice will be given to help the victim
5. Staff will reinforce to the bully/ies that their behaviour is unacceptable and they will be given a warning. The bully/ies will be asked to genuinely apologise for what they have done
6. Work will be done with the bully/ies (for example with the learning mentor or in circle times) to help him/her/them understand and change his/her/their behaviour including investigating the underlying reasons as to why they are bullying
7. In serious cases e.g. when threatening behaviour is involved, parents will be informed and invited into the school to discuss the problem. This meeting will be with the class teacher and phase leader and/or Inclusion Manager
8. If necessary and appropriate, the police will be consulted. This will be most likely in cases of online bullying, where the child is being targeted outside school hours
9. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
10. Should the bullying continue the Headteacher may make a decision to exclude the child

11. The parents then have the right to appeal to the Governing Body and the LEA
12. Appropriate records will be kept of all incident

Peer on Peer Abuse

It is essential that all our staff understand the importance of challenging inappropriate behaviours between peers, many of which are listed below, that are actually abusive in nature. Downplaying certain behaviours, for example dismissing sexual harassment as "just banter", "just having a laugh", "part of growing up" or "boys being boys" can lead to a culture of unacceptable behaviours, an unsafe environment for children and in worst case scenarios a culture that normalises abuse leading to children accepting it as normal and not coming forward to report it. (KCSIE, 2021)

Hadley Wood Primary School staff are advised to maintain an attitude of 'it could happen here' where safeguarding is concerned. When concerned about the welfare of a child, staff should always act in the best interests of the child.

Peer abuse is behaviour by an individual or group, intending to physically, sexually or emotionally hurt others. All staff should recognise that children are capable of abusing their peers.

All staff should be aware of safeguarding issues from peer abuse including:

- bullying (including online bullying)
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm
- sexual violence and sexual harassment
- sexting (also known as youth produced sexual imagery);
- initiation/hazing type violence and rituals.

Peer on Peer abuse is referenced in the Safeguarding and Child Protection Policy and Procedures. The sensitive nature and specific issues involved with peer on peer necessitate separate policy guidance. At Hadley Wood Primary School we continue to ensure that any form of abuse or harmful behaviour is dealt with immediately and consistently to reduce the extent of harm to the young person, with full consideration to the impact on that individual child's emotional and mental health and well-being. All staff ensure a zero tolerance approach is taken to any form of peer on peer abuse.

All procedures regarding behaviour and bullying will be in accordance with the Equality Act 2010:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/315587/Equality_Act_Advice_Final.pdf

Monitoring

As part of our monitoring strategy we will:

- Meet with pupils and give them regular opportunities to tell us if the policy is working from their point of view and if the school is responding to incidents effectively
- Review the effectiveness of the policy with governors at the Curriculum Committee, staff at Enhancing Outcomes meetings and parents through the use Parent Forums and the Parent Survey

This policy should be read in conjunction with the following school documents:

Equal Opportunities

Learning and Teaching Policy

RE Policy
Collective Act of Worship Policy
SMSC Policy
Behaviour Policy
Inclusion Policies (SEND, MA G & T, EAL)
National Curriculum

Appendix 1 - Legal Framework

- Since September 1999 all **schools** have been required to have an anti-bullying policy in place.
- **All agencies working with children and young people (including schools and colleges)** must have regard to the need to safeguard and promote the welfare of children, helping them to 'stay safe' from bullying and discrimination (Children Act 2004)
- **Human Rights Act 1998**
Amongst other articles, this act prohibits torture, inhuman and degrading treatment and states that all citizens must have access to their rights without discrimination.
- **Race Relations Act 2000**
Brought in a positive duty on all public bodies to eliminate racial discrimination and to promote equality of opportunity and good relations between persons of different racial groups.
- **Employment equality (Religion or Belief) Regulations 2003**
Outlaws discrimination in employment and vocational training on the grounds of religion or belief.
- **Employment equality (Sexual Orientation) Regulations 2003**
Outlaws discrimination in employment and vocational training on the grounds of sexual orientation.
- **Disability Equality Duty 2006**
Brought in a positive duty on all public bodies to eliminate discrimination and promote equality of opportunity for disabled people.
- **Gender Equality Duty 2007**
Brought in a positive duty on all public bodies to eliminate sexual discrimination and promote equality of opportunity and good relations between men and women.
- **Equality Act (Sexual Orientation) Regulations 2007**
Outlawed discrimination on the grounds of sexual orientation in the provision of goods and services.
- There are some cases when bullying stops being bullying and becomes a crime. Serious physical assaults, sexual assault, racist or homophobic abuse for example can all be criminal activity, under the Harassment Act 1997 or of the Offences Against the Person Act 1861 for example.

Appendix 2 - Incident Form



Incident Form Date:

Name completing form:
Child/ren involved:
Description of Incident:
Next Steps:

