



PRIMROSE HILL

PRIMARY SCHOOL

Anti-Bullying Policy

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Reviewed Autumn 2016. Fully Reviewed & Enhanced
Sept 2018; Sept 2019, Sept 2020, Aug 2021, Sept 2022,
Sept 2023

Date of next review: September 2024

Primrose Hill Community Primary School
Anti Bullying Policy

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, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing

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 schools.

Schools' teaching and ancillary 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 School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

Schools

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

- The head teacher will interview all concerned and will record the incident on CPOMS
- Teachers will be kept informed.
- Parents will be kept informed of what actions are being taken to support the child
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Once an allegation of bullying has been made both pupils involved will be carefully monitored. The child being bullied will have daily contact with our Learning Mentor. Welfare and behaviour monitoring cards will be used to help gather information and evidence. Records of this monitoring will be added to our CPOMS system. We will monitor this for a sustained period of time (usually 2 weeks) to check that no further incidents occur. If after this time the situation has been resolved, we will stop this formal phase of monitoring and informally check that things are OK. Sadly, on some occasions incidents of bullying can happen again after a period of time when all parties have felt that the problem had been solved. If another incident of a similar nature, or an incident involving the same pupils happens again, this process will be repeated without having to start the process from scratch.

Pupils

Pupils who have been bullied will be supported 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

Pupils who have bullied will be helped 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

The following disciplinary steps can be taken:

- Meetings with parents to discuss the bullying behaviour and explain that this must stop/seek their support
- official warnings to cease offending
- detention (kept in at break times)
- Placed on a report card
- exclusion from certain areas of school premises
- minor fixed-term exclusion (1 day)
- major fixed-term exclusion (more than one day)
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

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

Original Author : Lynn Colbeck March 2008

Enhanced and amended by L Ashton, N Marshall, S Doolan Autumn 2017 in collaboration with whole school staff. Revised by LA, NM, SD Autumn 2018, Autumn 2019, Spring 2020, Summer 2020, Summer 2021, Autumn 2022, Summer 2023

DEALING WITH RACIST & HOMOPHOBIC INCIDENTS AT PRIMROSE HILL PRIMARY SCHOOL



Please note that stages 3 and 4 will always be done in the presence of another member of staff - ideally the DSL or another member of the SLT.



