Headcorn Primary School

Anti-bullying Policy

This policy will be reviewed as appropriate, and at a minimum every 3 years. Any amendments will require the approval of the Headteacher and Vice-Chair of Governors. This policy for Headcorn Primary School was based on a Model Policy published by Project Salus (March 2014), adapted from 2010 policy published by Kent County Council, and approved by the Headteacher and Vice-Chair of Governors in consultation with governors, staff, pupils and parents.

Approval Body	Headteacher (Anti-bullying Co-ordinator) & Vice-Chair of Governors
Approval Date	26.09.14
Date for Review	September 2017 (3 years)
Signed - Vice-Chair of Governors	H. Edmonds
Signed - Headteacher (Anti-bullying Co-ordinator)	J.Barker

This policy has been impact assessed by Liz Harding, Governor, in order to ensure that it does not have an adverse effect on race, gender or disability equality.

Headcorn Primary School

Anti-bullying Policy

1) Objectives of this Policy

This policy outlines what Headcorn Primary School will do to prevent and tackle bullying. This policy for Headcorn Primary School was based on a Model Policy published by Project Salus (March 2014), adapted from 2010 policy published by Kent County Council, and approved by the Headteacher in consultation with governors, staff, pupils and parents. We are committed to developing an anti-bullying culture whereby no bullying will be tolerated under any circumstances. All members of the school have the right to learn, work and play in a secure and caring environment free from harm or harassment. They also have a responsibility to contribute by preventing and reporting bullying behaviour.

2) At Headcorn Primary School we:

- Discuss, monitor and review our anti-bullying policy and its implementation on a regular basis.
- Support all staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensure that students are aware that all bullying concerns will be dealt with sensitively and effectively; that students feel safe to learn; and that students abide by the anti-bullying policy.
- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate[1].

3) Definition of bullying

Bullying is "**Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally**".

Bullying can include: name calling, taunting, mocking, making offensive comments including the use of the word gay to mean something is rubbish, is wrong, scary or unpleasant[2]; kicking; hitting; pushing; pulling; spitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups, refusing to talk to a person and spreading hurtful and untruthful rumours.[3] This includes the same inappropriate and harmful behaviours expressed via digital devises (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through web-sites and social networking sites, and sending offensive or degrading images by phone or via the internet.

4) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion, beliefs, or culture.
- Bullying related to LDD (learning difficulties or disability).

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[1] Adapted from Bullying – A Charter for Action, DCSF

[2] Ofsted, Exploring the school's actions to prevent homophobic bullying January 2014, No. 120181

[3] Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

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- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation (homophobic bullying) including the use of homophobic language.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying, including the use of transphobic language.
- Cyber-Bullying.
- Other prejudice based bullying not identified above.

5) Preventing, identifying and responding to bullying
We will:
- Have a named Anti-bullying Co-ordinator:
- Listen and take time to talk to children who disclose bullying, take what they say seriously and investigate the situation.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop students' social and emotional skills, including their resilience (such as PHSE lessons and assemblies).
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- Train all staff including lunchtime staff and school Governors to identify bullying and follow school policy and procedures on bullying, including recording and reporting incidents of bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

6) Involvement of students
We will:
- Regularly canvas children and young people's views on the extent and nature of bullying.
- Obtain the views of school council.
- Ensure students know how to express worries and anxieties about bullying.
- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Participate in National anti-bullying week.
- Publicise the details of helplines and websites using various methods including click-on links on our school website.
- Offer support to students who have been bullied and to those who are bullying in order to address the problems they have.

7) Liaison with parents and carers
We will:
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Report back to parents/carers regarding their concerns about bullying as quickly as possible.
- Ensure all parents know about our complaints procedure and how to use it effectively, promoting this by its inclusion on the policy area of the school website.
- Ensure all parents/carers know where to access independent advice about face to face and cyber-bullying including the use of links on our school website.

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- Work with all parents and the local community to address issues beyond the school gates that give rise to bullying.

We expect parents to:
- Inform the school of any suspected bullying even if it is not their child.
- Encourage their child to report bullying to a member of staff.
- Inform their children not to retaliate through violence in any situation.
- If their child has been accused of bullying, work in partnership with the school and listen to evidence.

8) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Child Protection Policy
- Home-school Agreement
- Complaints policy
- E-safety policy

- The recording of racial incidents
- The teaching of PSHE, Relationships and Sex Education and the Computing curriculum

9) Continuous Professional Development

The Anti-bullying Co-ordinator is responsible for assessing and coordinating training and support for staff and parents/carers where appropriate.

10) Bullying outside of school premises

The school will work collaboratively with local residents, community wardens, police support officers, school transport providers and local businesses to prevent and respond to bullying outside of school.

Section 89(5) of the Education and Inspections Act 2006 gives Headteachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff[4].

11) Monitoring & review

This policy and its implementation will be monitored and reviewed as appropriate, and at a minimum every 3 years.

The Vice-Chair of Governors will report to the governing body on incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the school improvement plan. The school has a named Anti-bullying Co-ordinator and this is the Headteacher. The school uses the guidance by the KCC and DFE and the Anti-bullying Alliance to inform its action planning to prevent and tackle bullying.

12) Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy and its implementation.

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[4] This legislation does not apply to independent schools.

- Governors, the Headteacher, and all staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Students to abide by the policy.

The Governor with lead responsibility for this policy is the Vice-Chair.

The named member of staff with lead responsibility for this policy is the Headteacher (Anti-Bullying Co-Ordinator).