**Anti-Bullying Policy**

**1. INTRODUCTION**

It is the policy of the Governing Body/Board of Directors and staff of Harrowbarrow School to create a positive atmosphere in which children feel safe, secure and happy and are given the maximum opportunity to learn while developing self-discipline, a respect for themselves, for others and for the environment. This policy applies throughout the school day and into extra-curricular activities.

Bullying can be described as follows:

* It is **deliberately hurtful** behaviour
* It is **repeated** over a period of time
* It is difficult for those being bullied to **defend themselves**

There are three main types:

* **physical** –hitting, kicking, taking belongings
* **verbal** –name calling, insulting, racist, homophobic, biphobic or transphobic remarks
* **indirect** –spreading nasty stories about someone, excluding someone from socialgroups, making sharing an unpleasant issue

These behaviours are deliberate and regular, with an intention to cause suffering, and include ‘cyber-bullying’, i.e. the use of social networking sites, e-mail, text messages and other forms of electronic communication whether for direct or indirect bullying (see also the school’s policy on Internet Safety & Security/E-Safety).

The Staff and Governors of our school are aware of the effects of bullying behaviour on children’s emotional, physical and psychological health as well as on learning. Some extreme bullying behaviour is also recognised as hate crime, which can have a detrimental lifelong impact upon both the perpetrator and the victim. A hate crime is one motivated by racial, sexual, or other prejudice.

Bullying behaviour is treated very seriously and is acted on in accordance with our Behaviour Management Policy.

Children are made aware of what bullying involves and of how they can deal with it and steps to be taken by them if it should occur. This is delivered via the curriculum e.g. PSHE & Citizenship and E-Safety learning, assemblies and visitors, social stories, Restorative Thinking and "R Time". This provision helps to prevent and stop bullying.

If bullying does occur, pupils should be able to tell somebody and to know that the whole community will support them. The latest pupil voice survey (Spring Term 2015) shows clearly that a very large majority of pupils (88%) felt there was an adult in school they could talk to if worried or upset. There are many teaching assistants, Lunchtime Supervisory Assistants and Teachers in the school, whom children are encouraged to speak if they have a concern. Pupils can also raise more general concerns via their school council representative.

We recognise that parents are often the first to be confided in, by a child who is the victim of bullying. We therefore encourage parents to discuss any worries about their children with the school in order that we can support the child. We endeavour to ensure parents have a full and accurate understanding of what defines bullying and how they can support the school in addressing any concerns.

We recognise that in primary schools most bullying behaviour takes place in the playground. We therefore ensure:

* Our playground areas are effectively supervised at all times by trained staff.
* Children have opportunities to be involved in a range of play activities, or can sit quietly if they want.
* Older pupils provide a "Playground Pal" service where they can play and support younger pupils during playtimes

**2. HOW DO WE FIND OUT ABOUT POSSIBLE ACTS OF BULLYING?**

We encourage pupils to talk to adults in the school, especially the class teachers, teaching assistants and the Headteacher about their own and others’ needs. PSHE lessons and assembly/collective worship develop children’s personal skills, thinking skills and encourage discussion. Regular monitoring of class and playground behaviour will be completed by senior school staff to look for patterns of behaviour.

Parents are encouraged to talk to the school if there are worries.

Staff observation of pupils may indicate a child is troubled or friendless. Systematic recording of individual pupil behaviour on a daily and weekly basis, where there are concerns.

**3. ACTION TO BE TAKEN WHEN SUSPECT BULLYING**

Report to Headteacher or senior leader.

Discussion with all children concerned. A record (class log books) should be kept of every incident, including the children’s own accounts of what has happened. This should be passed to the Headteacher for recording in the Parent/Staff contact log.

Discussion with parents/carers and review of these records.

Monitor closely – continuous review and observation remaining vigilant even when bullying appears to have ended.

Apply sanctions where necessary (see School Behaviour Management Policy).

**4. MONITORING AND EVALUATING THIS POLICY**

The School Council will report any issues of concern from pupils.

The Headteacher and senior staff will monitor the effectiveness of this policy and any concerns should be addressed to them initially. The Governing Body will review this policy annually to ensure it reflects current procedures.

First agreed by governors: March 2017

Reviewed: March 2022