

Hessle Mount School

Anti-Bullying Policy

This Policy should be read in conjunction with the schools Behaviour and Discipline Policy, Safeguarding Policy and Every Child Matters Policy.

The Department for Children, Schools and Families (DCSF) has made clear that no form of bullying should be tolerated. Bullying in our schools should be taken very seriously; it is not a normal part of growing up and can ruin lives.

This policy was formulated in accordance with the Education Act 1998, section 15 (1) (2), section 21 (1) (3) (4), section 23 (2) (3). Also with regard to DCSF guidance – Safe to Learn Embedding Anti Bullying work in Schools. (DCSF 00656-2007)

It is the aim of this policy to support the 5 outcomes of Every Child Matters. It promotes strategies to:-

- Be Healthy – Promoting health through greater understanding of the effect bullying has on other people.
To make children aware of what constitutes bullying.
- Stay Safe – Promoting strategies for children to stay safe from bullying and discrimination.
To encourage children to “Tell an Adult” if they see or hear anything that constitutes bullying.
- Enjoy and Achieve – Allowing children to learn in an environment that is safe and secure.
- Make a Positive Contribution – To encourage children to promote positive behaviour in and out of school.
To develop positive relationships so children choose not to bully or discriminate.
- Achieve Economic Well Being – To promote positive behaviour to fit them for the workplace.

Hessle Mount School Aims

- To encourage and develop a secure, happy environment where there is no place for threat, harassment or any type of bullying
- To take swift, positive action against bullying and to adopt a zero tolerance attitude
- To adopt a policy for telling – pupils are encouraged to report incidents so that even if the victim is too frightened to say anything the bully will know he/she cannot get away with abusive behaviour. Bystanders will know that it is their duty to tell and that they will NOT be accused of telling tales.
- To liaise with pupils and parents/guardians so that our expectations for the school, to be bully free, are clear
- To ensure that all staff implement this policy and work towards these goals

Zero Tolerance on Bullying

What is bullying?

- It is the wilful, conscious desire to hurt, threaten or frighten someone
- It can be physical or verbal

- Done by an individual or a group
- It happens for many reasons, the way someone looks, their size, how they talk, or because you are clever

Examples are persistently:

- Teasing or name calling
- Threatening someone or making them do something they don't want to
- Taking or damaging their belongings
- Hitting or kicking
- Playing an unkind practical joke on someone
- Making someone feel uncomfortable or scared
- Ignoring or leaving someone out
- Saying or writing nasty things about someone verbally or on the internet

How to Deal With an Incident of Bullying

At Hesse Mount if an incident of bullying is observed or is reported, the member of staff, whether teaching staff, teaching assistance or lunch time supervisors will deal with it immediately. A clear account of the incident will be written up and passed to the child's class teacher and Miss Cutting. Those concerned will be questioned separately – the discussion will be recorded.

You may want to ask questions like:

- How long has it been going on?
- What has been happening?
- Where is it happening?
- Who was involved?
- Were other children around at the time?
- Have you told anyone else?

- First Time

Details of what the child did will be recorded. The child will be told what they did was wrong and why and told not to do it again. The class teacher must be informed. They will be told if it happens again they will stay in at break time. If the incident happened outside the child may be asked walk with the member of staff on duty.

- Second time

Details of what the child did will be recorded. The child will be told that because of the previous incident as well they will have to stay in at break time. A note will be placed in the "two-way diary" or the class teacher will speak to the parent/guardian. Miss Cutting will speak to the child, and if necessary any onlookers or bystanders to establish the incidents details.

- Third Time

Details of what the child did will be recorded. Miss Cutting will deal with the incident and write a letter to the child's parent/guardian asking them to come in to speak with the class teacher and her. Lunch Time detention will follow – the child will be monitored continuously outside on returning.

- Fourth Time

Details of what the child did will be recorded. Miss Cutting will deal with the incident and write a letter to the child's parent asking them to come in to speak with the class teacher and her. Lunch Time detention will follow. The child will then be placed on an Individual Behaviour Plan. After one week the parent/carer will be asked to come back in to discuss any improvements.

If unacceptable behaviour continues the child will be suspended for a week from school. Further discussions between Miss Cutting and the child's parents to try and reach a suitable conclusion and to get the child back in school.

How to Support a Victim of Bullying

The victim must be offered an immediate opportunity to discuss their experience with a member of staff of their choice. Re-assure them, helping to restore self-esteem and self-confidence. Ensure the support is ongoing. An "open door" policy exists at Hessle Mount to Miss Cutting's office. Any child who feels the need to discuss any worries or concerns is invited to do so. Discuss with the child ways in which they think we could help them further – changing seats in the classroom, giving them a buddy etc.

The following steps will help the bully

- Talk about what happened and why they said or did what they did
- Establish why the bully felt it was acceptable to do such a thing (some children see influential adults behaving in a manner which is not acceptable at Hessle Mount). We can offer support and explain why such words/behaviour are not acceptable
- Ask parents/guardians to help to change the child's attitude/behaviour

In an attempt to eradicate any instances of bullying, Hessle Mount School will raise awareness of the problem through Inclusion in PSHE assemblies, Circle Time and lessons as appropriate.

Staff responsibilities

- We must all implement procedures that confront any type of bullying and listen to all parties involved in any incident
- We must carry out full investigations
- We must take appropriate action and refer the matter to Miss Cutting as described previously

Further reading www.bullying.uk.com

This Policy was accepted and agreed by all staff in February 2009

Policy updated and agreed in February 2011