



Hambleton CofE VC Primary School – Anti-Bullying Policy

Vision:

We want the children to develop self-respect, tolerance and respect for others and to know that they are listened to and valued. We want them to respect diversity and difference, to learn and listen to, discuss and respect the views and beliefs of others.

Linked School Christian Values:

We are Respectful - *And as you wish that others would do to you, do so to them.*

Luke 6:31

We are Compassionate - *Finally, all of you, be like-minded, be sympathetic, love one another, be compassionate and humble.*

1 Peter 3:8

We are Truthful - *Dear children, let us not love with words or speech, but with actions and in truth*

1 John 3:18

What is Bullying?

- It is the **intentional, repetitive or persistent hurting** of one person by another where the relationship involves **an imbalance of power**. A **one-off incident** is **not bullying**.

Bullying behaviour can take many forms, including:

- Name-calling, taunting, threats, mocking
- Making offensive comments (including racist or homophobic remarks).
- Hitting, kicking / pushing/ strangling or any physical aggression
- Taking and/or damaging belongings
- Spreading rumours or unkind messages
- Excluding people from groups
- Cyber-bullying

Procedures

1. Class teachers deal with any initial allegation of bullying behaviour. Any pupils, parents/carers, or other staff members who are aware of incidents of bullying should inform the appropriate class teacher
2. All incidents will be investigated by talking to those involved and any witnesses who have seen the incident. This should happen separately wherever possible.



Our Christian Vision

We are:

Creative

Resilient

Truthful

Compassionate

Respectful

Teamwork

3. A written record should be kept of the incident, investigation and action taken to prevent further incidents. Actions may include;
 - Imposing sanctions (see below)
 - Using Restorative practice: obtaining an apology, reconciling the pupils & helping them to understand their impact on each other
 - Other preventative methods (see below)
4. If bullying behaviour has taken place, the parents/carers of both the child exhibiting bullying behaviour and the child who has been bullied will be informed. Even if bullying behaviour is not deemed to have taken place, parents/carers may be contacted.
5. Each case should be monitored to ensure repeated bullying behaviour does not take place
6. Class teachers will inform the Headteacher, Assistant Head or SENCo of any reported incidents. Any allegation of bullying behaviour that is racist or homophobic must be reported to the Headteacher.
7. In very serious cases the police may be consulted.

Sanctions

The following disciplinary steps may be taken:

- Verbal warning to cease offending if this is first incident
- Sanctions following school behaviour policy (e.g. loss of free time)
- When appropriate, signing a behaviour contract
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion

Pupils who have experienced bullying behaviour will be supported by measures including:

- Being given an immediate opportunity to discuss the experience with a class teacher or member of staff
- Restorative practice to address the incident
- Having a programme set up designed to restore self-esteem and confidence.

Pupils who have used bullying behaviour will be helped with measures including:

- Discussing what happened with a teacher
- Restorative practice to understand the impact of their actions and what behaviour needs to change
- Ongoing parent/carer communication to monitor progress
- ELSA support to develop self-esteem and empathy

This policy should be read in conjunction with our Behaviour Policy.

Policy introduced:	March 2021
Review due:	Spring 2023