



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?

Bullying is the **intentional, repetitive or persistent hurting** (physical &/or emotional) of one person/s by another. A **one-off incident** is **not bullying**.

This will be explained to children using 'STOP'



Bullying generally falls into one or a combination of the following categories:

- Physical Bullying – Unprovoked assault on a person or group which can range from a 'prod' to grievous bodily harm.
- Psychological – Reduction of a person's self-esteem or confidence through threatening behaviour, taunting or teasing about race, gender, religion, sexual orientation, disability, family circumstances, appearance, or any other feature of their lives which can be used to wound or humiliate them.
- Social- Ostracism/rejection by peer group.
- Verbal – The use of language in a derogatory or offensive manner, such as swearing, racist or sexist abuse, sexual innuendo, spreading rumours, etc.
- Cyber bullying – Using mobile phones or the internet to deliberately upset someone.
- Homophobic – Any hostile or offensive action against lesbians, gay males, bisexuals or trans-gender people, or those perceived to be lesbian, gay, bisexual or trans-gender.



Our Christian Vision

We are:

Creative Resilient
Truthful Compassionate
Respectful Teamwork

Any bullying, whether physical or non-physical, may result in lasting psychological damage to the individual.

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 will inform the appropriate class teacher. The incident is recorded in the class behaviour log.
2. All incidents will be investigated by talking to those involved and any witnesses who have seen the incident. This will happen separately wherever possible
3. A written record will be kept of the incident, investigation and action taken to prevent further incidents. Actions may include;
 - Imposing purposeful and appropriate sanctions (see below)
 - Using Restorative practice: obtaining an apology, reconciling the pupils & helping them to understand their impact on each other
 - Using de-escalation strategies
 - 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 will be contacted.
5. Each case should be monitored to ensure repeated bullying behaviour does not take place.
6. Class teachers will inform the Headteacher, Deputy Headteacher or SENCo of any reported incidents.
7. In very serious cases the police may be consulted.

Sanctions

The following disciplinary steps may be taken:

- Restorative conversations
- Sanctions following school behaviour policy (purposeful consequences which are dependent upon personal/individual circumstances & situation)
- 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 member of staff.
- Restorative practice to address the incident and repair the relationship.
- Support in the use of regulation strategies to promote emotional calmness and well-being

- Participating in a programme to restore self-esteem and confidence (e.g. ELSA &/or Nurture group)

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

- Discussing what happened with a staff member
- Restorative practice: to understand the impact of their actions and what behaviour needs to change
- Ongoing parent/carer communication to monitor progress
- Necessary changes in the environment to support well-being
- ELSA &/or Nurture groups to support/develop self-esteem and empathy

This policy should be read in conjunction with our Relational Behaviour Policy. See also our Child-Friendly Anti-Bullying Policy.

Policy introduced:	July 2023
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Review due:	Summer 2025
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