

# Harlow Fields School & College

## Anti Bullying Policy



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**ADOPTED:**                      **JANUARY 2020**


**COMMITTEE:**                      C&PR

**DATE FOR REVIEW:**      JANUARY 2023

**AUTHOR:**                              Mrs Kathleen Wall

**POLICY NUMBER:**      HFP1

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This policy was updated, to take effect from:	<b>January 2022</b>
School staff were consulted on this document and it was accepted by the personnel committee on:	N/A
It was ratified by the C&PR:	19 <sup>th</sup> January 2022
Signed by Chair of Governors:	

**Statement of Intent:**

We are committed to creating an environment where all our pupils can learn in a secure and safe atmosphere. We aim to instil in our pupils that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon. All pupils should know they are able to tell an adult and to know that incidents will be dealt with promptly and effectively.

We will heed parents concerns and keep them informed of actions taken in response to a complaint.

**What Is Bullying?**

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

*(Preventing and Tackling Bullying, Advice for Head Teachers, Staff and Governing Bodies, DfE 2014, p6)*

Bullying hurts and no one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	all areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera & video facilities

**Objectives of this Policy:**

- All Governors, staff, pupils and parents should have an understanding of what bullying is.
- All Governors and staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported

**Prevention of Bullying:**

Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

This will happen through:

- Our PHSE and Citizenship curriculum
- Focussing on British Values and preparation for life in the community
- Class rules
- Assemblies and SEAL
- Taking part in anti-bullying activities such as Anti-Bullying Week, Crucial Crew
- Home School Agreements
- Behaviour Intervention Plans
- Social stories

Reporting of Incidents:

- Following an incident, staff will report it, using the Behaviour Incident Sheet and will highlight that it was a bullying incident, taking into account whether the incident displayed the following criteria
  - Repeated. Imbalance of Power. Purposeful. (RIP)
- The completed form will be given to the Designated Person responsible for Safeguarding including behaviour.
- The bullying behaviour will be investigated.
- In serious cases, parents will be informed and may be invited into school to discuss the incident. This may take the form of a Solutions Orientated Meeting (SOM) or a partnership meeting involving other agencies such as the Children With Disabilities Team (CDWT)
- If necessary and appropriate, the Police may be informed
- A Behaviour Implementation Plan will be written to help change the behaviour. This will be signed by parents and reviewed at least annually at the Annual Review.

**Staff Responsibilities:**

Staff are expected to:

- Report all incidents of bullying behaviour to the Headteacher/Deputy
- Retain appropriate records for monitoring purposes
- Always take incidents of bullying seriously and investigate them thoroughly
- Take appropriate action or refer to the Senior Leadership Team
- Increase pupil's awareness of anti-social behaviour, and to help them to develop strategies to combat it

**Personnel:**

The Designated Person for Child Protection is Kathleen Wall (Head Teacher).

The Deputy Designated Person for Child Protection is Tracey Kiddell (Deputy Head)

**Policy Links:**

- Behaviour management Policy
- Cyberbullying Policy
- Safeguarding /Child Protection Policy
- PHSE & Citizenship curriculum documents
- SEAL documents
- ECC & Partners Anti Bullying Policy and Strategy (2008)
- ECC Anti Bullying Toolkit

**Related Documents:**

- Preventing and Tackling Bullying (DFE 2014)
- Cyber Bullying: Advice for Head Teachers and School Staff (DFE 2014)
- Advice for Parents and Carers on Cyber Bullying (DFE 2014)

**Useful Links:**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.childline.org.uk](http://www.childline.org.uk)

[www.diana-award.org.uk](http://www.diana-award.org.uk)

[www.bullying.co.uk](http://www.bullying.co.uk)

[www.antibullyingalliance](http://www.antibullyingalliance.org.uk)

[www.familylives.org.uk](http://www.familylives.org.uk)

[www.bulliesout.com](http://www.bulliesout.com)

[www.youngminds.org.uk](http://www.youngminds.org.uk)

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