

ANTI-BULLYING POLICY

All members of Haymerle School have a vital role to play ensuring that all pupils and staff are safe and feel secure. It is our school policy that all staff members will take an active role to combat bullying in any of its forms by following the procedures outlined below.

What is bullying?

- It is deliberately hurtful behaviour.
- It may be repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.

Bullying can take many forms:

- Physical – hitting, kicking, taking belongings
- Verbal – name-calling, insulting, racist or sexist comments.
- Indirect – spreading nasty stories about someone, excluding someone from social groups.
- Bullying includes Cyber bullying, Prejudice, Discriminatory

Why do we challenge bullying?

- When pupils are bullied, their lives are made miserable and they may become unhappy about coming to school. Over time, they are likely to lose self-confidence and self-esteem. Some may blame themselves for 'inviting' the bullying behaviour.
- The unhappiness of bullied pupils is likely to affect their concentration and learning. Some pupils will avoid being bullied by not going to school.
- If pupils observe bullying behaviour going unchallenged other pupils may think bullying is an effective way of getting what they want.
- Pupils being bullied may interpret the school's inaction as condoning unacceptable behaviour. They will feel let down by adults in authority.
- No school can claim with absolute confidence that "there is no bullying here".
- Parents, carers and pupils need to be reassured by a school that demonstrates through policy and action that it will respond positively and effectively to bullying.

Combating Bullying

The relationship between behaviour management and bullying is important.

At Haymerle School, we keep our behaviour management policy and anti-bullying policy under review.

The relationship between the schools equal opportunities policy and the anti-bullying policy is important. Incidents of bullying that also relate to issues of race, gender and/or disability will be recorded and monitored.

The Racist, Sexist and Bullying incidents records will be maintained and monitored by SLT.

Children at Haymerle School are enabled to recognise bullying behaviour as part of the schools curriculum and positive behaviour management strategy.

The children at Haymerle School are praised and rewarded according to the school behaviour management policy. We encourage children to be kind, helpful and caring to their peers.

Incidents of bullying are recorded in the Incident Book. This is monitored each half term by a member of the SLT.

When an incident of bullying is reported all staff follow the schools behaviour management procedure by establishing which of the school rules the child has broken and to ensure the child knows that:

- What they have done is bullying.
- This behaviour is not acceptable at Haymerle School.
- Parents / carers will be informed.
- Further incidents of bullying behaviour will result in an individual behaviour management programme and parents/carers will be informed of this.
- Repeated incidents of bullying (particularly incidents involving violent or threatening behaviour) will lead to exclusion from the school.

Victims of bullying at Haymerle School will receive support from their class teacher and Support Assistants.

In incidents of repeated bullying the parents/carers will be contacted by the school and invited to meet with a member of the SLT to discuss the incidents of bullying and to agree on a behaviour management programme to stop the bullying.

If a child is repeatedly bullying in school and not responding to their behaviour management programme, the child will be excluded from the school following school exclusion procedures.

The school will support the victims of bullying at the school by the class teacher and/or SA as appropriate.

The parents/ carers of the victims of bullying will be informed of the incident/s and the steps taken to stop any further bullying and the support given to the child.

How will we know if bullying is happening?

Staff at Haymerle School know that bullying can happen and are committed to take reports of bullying seriously and to look for signs that might suggest that bullying is occurring.

Staff at Haymerle School will investigate suspected incidents of bullying:

- When a child reports to a member of staff that they are being bullied.
- When staff observe behaviours that are a cause for concern in class or in the playground
- When a parent / carer reports concerns about their child being bullied at school.
- When children other than the victim report incidents of bullying to a member of staff
- If there is a change in a child's behaviour (e.g. if a normally socially interactive child becomes isolated in class or in the playground or if a child begins to display attention seeking behaviour,) the staff will be aware that bullying at school may be the cause of this.
- Monitoring incident books

Monitoring

Monitoring of bullying / behaviour incidents will enable the school to follow up incidents and record progress of actions taken at the time and will help to identify if the anti-bullying policy is really being effective.

Individual incidents that on the surface may seem to be isolated may be part of a much larger pattern of bullying behaviour. To enable effective monitoring, the staff will record in the bullying-incidents record:

- Who was involved
- Where it happened and when
- What happened
- What action was taken
- Follow up e.g. letter home, telephone call to parents/carers etc.

The incident record books are kept in the Assistant head teacher's office. Information is sent to the LA in line with LA policy and procedure.

Equal Opportunities

At Haymerle School, we are committed to combating discrimination through our awareness of our own attitudes and the general example we make.

We will identify incidents of bullying that makes explicit reference to issues of gender, disabilities race or class and to counsel the perpetrator and victim in line with our Equal Opportunities policy and Equalities Scheme

**This policy is reviewed annually
2025/26**