



Anti-Bullying Policy

At Harrow Primary School we take bullying seriously. 'Prevention is better than intervention' is our ethos at the school and as such our curriculum, standards and day-to-day behavior reflect this. Positive interactions define our approach to bullying and set the tone for standards of behaviour.

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v3.0

ANTI-BULLYING POLICY

'Tackling & Preventing Bullying' (DfE), defines bullying as:

"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. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. We take all instances involving homophobia, disability, physical and verbal abuse or bullying seriously. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case."

The policy also refers to cyber-bullying and defines this as:

"Cyber-Bullying"

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying which can happen 24/7, with a potentially bigger audience, and more accessories as people forward on content at a click."

At Harrow Primary School we aim to treat all pupils and staff fairly. In doing so we refer to recent legislation and guidance, in particular, the Education & Inspections Act (2006), the Equality Act (2010), the Children Act (2009) and Keeping Children Safe in Education (2016).



AT HARROW PRIMARY SCHOOL, WE BELIEVE THAT:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strengths not weakness.
- **Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.**
- Everyone has a responsibility to ensure that we do not abuse or bully others.
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

AIMS AND OBJECTIVES

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

OBJECTIVES OF THIS POLICY

- All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All teaching and non-teaching 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 the bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated in any form.



SIGNS AND SYMPTOMS

A student may indicate through a variety of signs or behaviours that he or she is being bullied. Any worries or concerns should be reported to the Headteacher or class teacher.

PROCEDURES

1. Student or parent reports incident to class teacher
2. Teacher records incident (initially in Behaviour Book/Log) and investigates
3. If nature of incidents is significant or repeated over time the teacher will begin record in the bullying log (kept centrally)
3. Teacher to report back to child or parent
5. The teacher or student can contact Head teacher if still concerned
6. Parents can follow school complaints procedure if necessary

ACTION

Physical Bullying: dealt with by teacher or Headteacher as appropriate

Non-physical Bullying: inform parents of alleged bully of incident and consequences

CONSEQUENCES

1. An attempt will be made to help the bully/bullies change their behaviour
2. Make the bully/bullies aware of the thoughts and feelings of the victim
3. Discussing which rules have been broken
4. Discussing ways of helping the student to make amends
3. Behaviour contract to be agreed and signed (ref: Anti-Bullying Policy)
4. Genuinely apologise to the victim
5. Loss of privileges
6. In serious cases, suspension or even exclusion will be considered
7. Each case will be monitored by teacher to ensure repeated bullying does not take place.



PREVENTION

Everyone involved in the life of the school/setting must take responsibility for promoting a common anti-bullying approach.

- promoting a school ethos which encourages positive attitudes towards others
- emphasises that every pupil is of equal worth, irrespective of age, gender, ethnic
- background or academic attainment
- our RE curriculum espouses values of fairness, respect for others and tolerance of all people regardless of background, ethnicity or orientation
- School Assemblies including our Achievement Assembly celebrate and reward positive behaviours and attitudes
- convey a clear understanding that we disapprove of unacceptable behaviour
- be clear that we all follow the ground-rules of Harrow Primary
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- support each other in the implementation of this policy
- through the Curriculum, we aim to provide opportunities for children to keep themselves safe through activities such as Anti-Bullying Week, engagement with the School Council and also through dialogue in the IS curriculum and via the implementation of the schools PSHE policy

MONITORING & REVIEW

This anti-bullying policy is the Trustee's responsibility and is reviewed annually. They do this by examining the school's anti-bullying logbook/folder/incident book and by discussion with the Headteacher. Further, the Headteacher meets and reviews with teaching staff all incidents in the logbook half-termly or more frequently as required.

LINKED POLICIES

PSHE Policy

Curriculum Policy

Safeguarding & Child Protection Policy



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