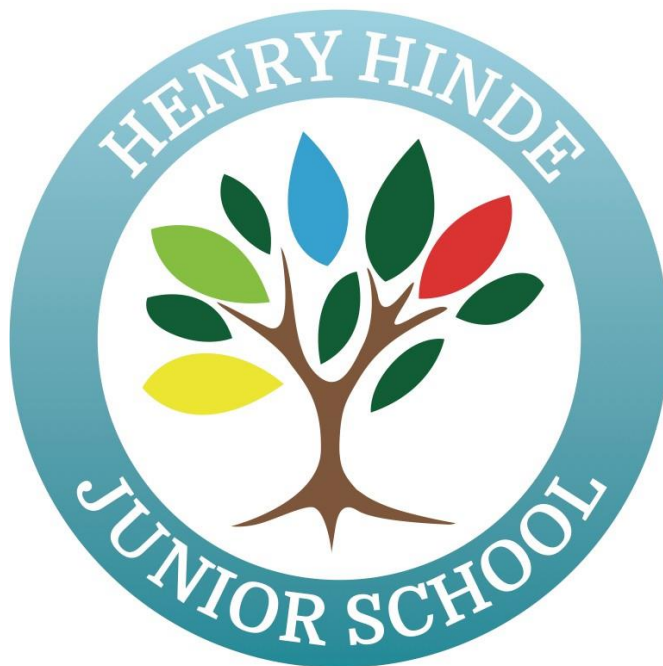


Henry Hinde Junior School



Anti Bullying Policy

Rationale behind the policy:

Bullying can have a serious effect on a child's self esteem, emotional and mental health, which can prevent them from developing their full potential. Our school's definition of bullying is:

Bullying is an abuse of power by one or more people through repeated hurtful or aggressive behaviour to cause significant emotional or physical harm to another person.

Bullying can be:

Physical – hitting, kicking, stealing or hiding belongings.

Verbal – name calling, insults, offensive remarks, threatening language.

Indirect – excluding children from talk or play, spreading rumours or stories, damaging belongings. It can include offensive or abusive text or Internet messages.

Cyber- Children using social media or mobile devices to send hurtful or offensive comments.

Bullying, in any form, will not be tolerated at our school. As a caring school, we are committed to providing a positive and safe learning environment for all. If you or your child believe that they are a victim of bullying, we would encourage you to talk to their class teacher or a Peer Mentor as soon as possible. This will be reported to our Behavior Mentor, Mrs Round who will investigate the incident on your behalf and report her findings to both yourself and our Head Teacher, Miss Nurse. It may be necessary for Mrs Round to work closely with both the victim and perpetrator in order to resolve this and any future incidents.

Purpose of the policy:

- To promote the schools aims and values.
- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- To raise the standards of behaviour and levels of achievement of all.

Guidelines for implementing policy:

- The policy will be monitored and evaluated annually.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Head teacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy.
- Pupils are encouraged to report all incidents of bullying, whether they are victims or bystanders.
- All staff will respond to pupil, staff or parental concerns seriously and support the agreed procedures.

Our anti-bullying strategies include:

- We are a caring school. This is the message that will be promoted at all times to everyone. We share collective responsibility to address any incidents of bullying observed.
 - We promote and reward good behaviour.

- Annually the issue of bullying will be raised in order to maintain awareness of the issue through school assemblies and prominent pictorial displays and posters.
- Every opportunity to promote whole school initiatives such as an anti-bullying day, theatre productions and external speakers will be taken.
- Parents and the community will be encouraged to actively support the policy through newsletters, by promoting the Schools Behaviour Policy.
- The Governing body and SLT will monitor bullying via staff meetings, auditing proformas from pupils and parents and an annual questionnaire on bullying and school practice for students to complete.
- Bullying will be addressed within the PSHE, SCARF Curriculum.
- All staff will receive training on the identification, prevention and management of bullying. At the start of a new school year procedures for dealing with a bullying incident will be discussed at an early staff meeting. The policy will be discussed and then distributed to all new staff.

When we have an incident of bullying

- In the event of a bullying incident the same procedures will be followed as for all other incidents of poor behaviour (see School Behaviour policy.) Staff will gather evidence and consult with their line manager.
- In all cases details of the incident and action taken will be recorded. Parents of both the victim and bully will be kept fully involved.
- If it is a serious incident temporary or permanent exclusion will be considered after a full review of the facts.
- Bullying incidents will be logged and monitored on a termly basis by the Head, or a member of the pastoral team. This information will be given to the Governing body each term as part of the Head's Report.
- A Governor will be nominated to have responsibility for maintaining an overview of behavioural and bullying issues.