



Hurst Hill Primary School

Anti-Bullying Policy

Date	Review Date	Coordinator
Sept 21	Sept 22	R Keen

We acknowledge the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

The School does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we will act immediately to stop any further occurrence of such behaviour. While it is very difficult to eradicate bullying, we will do everything in our power to ensure that all children attend school free from fear. This policy aims to help children to learn in a safe and secure environment, to become positive, responsible and increasingly independent members of the school community.

Aims & Objectives

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To work with other schools to share good practice in order to improve this policy.

Responsibility for the Policy and Procedure

The Governing Body will not condone any bullying and has:

- Delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying and to keep records of all incidents of bullying.
- Delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy.
- Responsibility for ensuring that the school complies with all equalities legislation.
- The duty to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy.



Hurst Hill Primary School

- Responsibility for ensuring funding is in place to support this policy.
- Responsibility for ensuring this policy and all policies are maintained and updated regularly.
- Responsibility for ensuring all policies are made available to parents.
- The responsibility of involving the School Council in the development, approval, implementation and review of this policy.
- Responsibility for the effective implementation, monitoring and evaluation of this policy

Under Section 157 of the Education and Inspections Act 2006, the Headteacher has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils.

Therefore, the Headteacher will:

- Implement this policy.
- Ensure that all school personnel are aware of the policy.
- Work to create a safe, secure, caring and friendly school environment for all the children.
- Ensure that all pupils understand that bullying is wrong through PSHE, school assemblies and workshops.
- Ensure that all parents are aware of this policy and that we do not tolerate bullying.
- Respond and deal with all incidents of bullying.
- Keep records of all incidents of bullying.
- Work closely with the RSE co-ordinator.
- Provide leadership and vision in respect of equality.
- Provide guidance, support and training to all staff.
- Monitor the effectiveness of this policy.
- Lead the development of this policy throughout the school.
- Provide guidance and support to all school personnel to understand the signs or behaviour of someone being bullied.
- Work with children to determine those parts of the school where they do not feel safe.
- Keep up to date with new developments and resources.

School personnel will:

- Comply with this policy.
- Be aware of the signs of bullying in order to prevent bullying taking place.
- Take all forms of bullying seriously.
- Encourage pupils to report any incidents of bullying to any member of the school personnel.
- Report all incidents of bullying.
- In incidents of serious bullying and intimidation the Head Teacher will be informed immediately and the incident will be dealt with by the Head Teacher.
- Speak to all parties involved.



Hurst Hill Primary School

- Raise awareness of the wrongs of bullying through RSE.
- Use preventative strategies such as circle time and buddy systems.
- Report and deal with all incidents of discrimination.
- Attend appropriate training sessions on equality.
- Report any concerns they have on any aspect of the school community.
- Respond calmly and confidently to bullying incidents.
- Reassure pupils and parents that the school will protect and support all parties whilst the issues are resolved.
- Provide long term and positive strategies where they are needed to resolve issues.

Pupils must:

- Be aware of and comply with this policy.
- Report if they are being bullied.
- Report if they see someone being bullied.
- Discuss ways of preventing bullying through the school council.
- Listen carefully to all instructions given by the teacher.
- Ask for further help if they do not understand.
- Treat others, their work and equipment with respect.
- Talk to others without shouting and use language which is neither abusive nor offensive.
- Take part in questionnaires and surveys when required.

The Anti- Bullying Ambassadors:

- Produce a child friendly policy.
- Discuss improvements to this policy during the school year.
- Be present daily on the playground.
- Meet weekly with RSE co-ordinator to discuss any issues in school.

Parents must:

- Be aware of and support this policy.
- Report to the school any concerns they have of their child being bullied.
- Be assured that the school will deal with all incidents of bullying.
- Be assured that they will be informed of incidents and will be involved in discussions.

School personnel will:

- Recognise types of bullying such as cyberbullying, bullying, bullying of children with special educational needs, homophobic bullying and bullying around race, religion and culture.



Hurst Hill Primary School

- Know anti-bullying strategies and how to deal with a bullying incident.
- Working and co-operating with parents and carers

We ensure all school personnel have equal chances of training, career development and promotion.

Sanctions

Incidents of bullying will result in sanctions being issued. Details can be found in the School Behaviour and Discipline Policy.

Parents will be informed when sanctions are applied.

Raising Awareness of this Policy

We will raise awareness of this policy via:

- The School Handbook/Prospectus.
- The school website.
- The Staff Handbook.
- Meetings with school personnel and parents.
- Communication with home such as newsletters.

	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
	✓			✓			✓			✓			✓			✓			✓			✓				
Does data collected from the equality groups have a positive impact on this policy?	Age			Disability			Gender			Gender identity			Pregnancy or maternity			Race			Religion or belief			Sexual orientation			Undertake a full EIA if the answer is 'no' or 'not sure'	
	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Y	N	NS	Yes	No
	✓			✓			✓			✓			✓			✓			✓			✓				

Conclusion	We have come to the conclusion that after undertaking an initial equality impact assessment that a full assessment is not required.
-------------------	---