



HEATH HOUSE PREPARATORY SCHOOL

Anti-Bullying Policy

This policy applies to all children at Heath House, including those within our EYFS. This policy links to the school's Child Protection Policy, the Behaviour Policy, the Inclusion and Equality Policy and the Dealing with Discriminatory Behaviour Policy. This policy has regard for advice in and duties under: the *Children Act 1989* and the Department for Education (DfE) guidance on *Keeping Children Safe in Education* (September 2016) (KCSIE) and non-statutory advice *Preventing and tackling bullying: Advice for headteachers, staff and governing bodies* (July 2017) and *Cyberbullying: Advice for headteachers and school staff* (2014).

Definition of 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, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, culture, sex, gender, homophobia, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.'

The seriousness of bullying:

'Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood. By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential.'

Preventing and tackling bullying (July 2017)

Safeguarding: Bullying including cyberbullying

The DfE's advice on *Preventing and tackling bullying* states that under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

The school's policy and procedures for dealing with incidents of bullying including cyberbullying are set out in the Child Protection Policy under the heading Specific Safeguarding Issues: Bullying including Cyberbullying. The school's policy and procedures for dealing with allegations of peer on peer abuse are set out in the Child Protection Policy under the heading Policy on Dealing with Allegations of Abuse made against Members of Staff, Volunteers, Head Teacher or another Pupil.

Heath House Prep School does not tolerate bullying in any form, either verbal or physical.

Heath House is a 'telling school' where pupils who are being teased/bullied are encouraged to report incidents immediately. We adopt the 'Don't Suffer in Silence' rule. Even if the victim is too frightened to say anything, witnesses or bystanders are encouraged to report the incident. In this way the bully will know that he/she cannot get away with anti-social/abusive behaviour.

Rationale

Bullying is a form of anti-social behaviour that has no place in this school. Bullying can include:

- Physical or mental intimidation of a person by another or a group, which causes anxiety or stress to the 'victim'.
- Racial, religious or cultural discrimination.
- Discriminating against disability or those with Special Educational Needs.
- Gender discrimination or homophobia.
- Cyber – bullying through the internet or via mobile phones.

Such behaviour is unacceptable by any member of the school community as no person has the right to make another feel uncomfortable or unhappy as bullying can cause psychological harm. It is not tolerated at Heath House.

The school sees the issue of bullying as an extremely serious matter.

The school operates a continuous 'anti-bullying' campaign through its tutors and information in assemblies and PSHE lessons and in discussions of differences between people and the importance of avoiding prejudice-based language. All pupils are made aware that they should tell a teacher if they think they are being bullied or have seen someone else being bullied. All pupils are thus clearly aware that such anti-social behaviour must not be instigated or tolerated. If incidents do occur they must be reported; they will be dealt with immediately following the Guidelines on Bullying for staff and pupils. All concerns are reported and recorded. In all instances parents will be informed immediately as parents will need to be involved in all aspects of the process.

Guidelines for Pupils

You have a right to feel comfortable and safe at school, and on your journey to and from school. If you are being bullied YOU MUST TELL.

Who should you tell?

Your tutor, a subject teacher, the Headteacher, your parents, your friend - you choose.

What should you do if you are frightened to tell a teacher?

Tell your parents – they can always help you to prevent bullying and will tell the teacher. Tell a friend - they can tell the teacher for you. OR put a note in the Talk to the Teacher box in each classroom.

What should you do if the bully or bullies threaten they will hurt you more if you tell?

Still tell - AND tell the teacher about these threats.

If you don't tell, the bullying will go on. You must TELL EVERY TIME.

Guidelines for Staff should a pupil complain of being bullied

The term **Staff** includes teachers, lunchtime assistants, office staff, administrators and cleaners. We all have a duty to implement the school policy on bullying.

Every complaint of bullying must be taken seriously. The member of staff receiving such a complaint must either respond to him or her or pass the matter on to another member of staff who will undertake to do so.

Procedure for staff to follow should a pupil complain of being bullied:

Listen to the complainant.

Reassure the complainant that action will be taken to stop the bullying. (Refer the matter to some-one else if you feel this is appropriate).

Think carefully what approach would be most beneficial. Seek the advice of colleagues if necessary.

Tell the complainant what action you are going to take. They must 'TELL EVERY TIME' so that further action may be taken if your initial action fails.

Sanctions

Confront the bully/bullies. In most cases this will stop the bullying.

Write to the parents of the bully/bullies. They will be shocked and ashamed and pressurise the bully/bullies to stop.

Make the bully/bullies pay for any property they have damaged.

Punish the bully/bullies with a withdrawal of privileges.

Exclude the bully from school for a period.

Permanently exclude the bully from school.

Advise your parents to contact the parents of the bully/bullies.

Advise your parents to report the bullying to the Police, in serious physical cases.

The BULLY is WRONG, NOT YOU.

You will WIN - as long as you TELL EVERY TIME.

Some Suggested Responses

Talk to the bully or bullies: they may be unaware of the unhappiness they are causing. The 'No-Blame Approach' may be appropriate (see the resources on bullying). You might find it helpful to refer to the School Anti-Bullying Policy. Be constructive. It might be desirable to involve the whole class and do some work on relationships.

Keep an eye on the victim. Check whether the bullying is continuing or has ceased.

If it continues, more punitive measures may be appropriate: letters home; reparation for damaged property; withdrawal of privileges; exclusion in serious cases.

Advise the 'victim' on his or her behaviour if necessary but avoid blaming the complainant whose self-esteem will already be low as a result of the bullying. You might like to form a support group so pupils can exchange experiences and strategies and make new friends.

If you find certain measures particularly effective, please write a brief summary of them and give to the Headteacher as other teachers may find them helpful.

If an incident of bullying occurs, Heath House deals with it in the following ways:

Speaking out

Pupils are encouraged to speak out and tell the teacher as soon as a bullying incident occurs. Even if the bullying target is too afraid to tell a teacher, all the bystanders know that it's their duty to do so and that they won't be accused of telling tales. It's a deterrent because the bully knows that he/she won't get away with it.

Our experience of this method: Due to the regular encouragement of speaking out, pupils at Heath House are not frightened about telling a teacher as they know the teacher will be able to resolve it. On the rare occasion that the pupil has not come forward then bystanders are the key to resolving the incident of bullying. This is talked about regularly so that pupils are not made to feel they are telling tales. The idea is that everyone in school knows that bullying is unacceptable.

Counselling/mediation between the bully and victim

The idea is that the two pupils talk issues over with a mediator and find a way forward to end the cycle of teasing/bullying and complaints.

Our experience of this method: This is effective as pupils can witness how unhappy the teasing/bullying is making the other person. The pupils are encouraged to talk openly and to come up with solutions to resolve the problem. In our experience we have found that this is the best way to deal with bullying at a primary school level. All cases are resolved in this way.

Classes at Heath House are kept small, up to a maximum of 16 children. The teacher is aware of all children and what they are saying and doing within the classroom. At lunch and break times, there are always teachers present, watching over the children.

The children are watched and looked after at all times so there is no real opportunity for any bullying to take place without the teacher witnessing it immediately. Heath House has an extremely low incidence level of bullying as a result.

Staff are encouraged to do an online bullying training course which will raise general awareness of bullying and the forms it can take.

The Anti-Bullying Policy is reviewed every academic year or sooner if necessary.

Please see the Behaviour Policy and the Child Protection Policy for further information.

Internal use only

Last reviewed	19 March 2018
	12 September 2017
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