





# Hay-on-Wye CP School

## Anti-Bullying Policy

Signed:  Chair of Governors	Date: 18.12.23 ratified 19.1.24 Signed
Signed:  Headteacher	Date: 18.12.23 19.01.24
<b>Date of Review:</b>	<b>December 2023</b>

Policy History			
Policy Date	Summary of change	Contact	Review Date
Nov 2022	Updated and ratified by FGB	Hay on Wye CP School	Autumn 2023
Dec 2023	Reviewed and updated. Formatting changes made.	Hay on Wye CP School Policy committee	Autumn 2024

### Introduction

At Hay-on-Wye Primary School, and in line with our school vision, our aim is to create a happy, friendly environment that ensures the well-being of all pupils. We believe in a nurturing, 'relationship first' school where everyone has a right to feel valued and safe.

We believe that our pupils want to behave well and that, with the right support and guidance, all children can get better at managing their behaviour.

We believe that our pupils are happy when they behave well and when this is recognised and celebrated by other members of the school community.

We believe that when children's needs are met well in school they are better able to become good learners.

We believe that all adults can learn strategies to support children in managing their behaviour in a positive way.

We are attachment-aware and understand the possible impact of past trauma on an individual's behaviour.

We believe that the values of our school help us to understand that everyone is redeemable.

### **What is bullying?**

Bullying is the deliberate harassment or an aggressive act that causes hurt to another. The hurt can be either physical or psychological, inflicted by one child or a group.

### **How is bullying interpreted at Hay on Wye Primary School and how is it likely to manifest itself?**

Bullying is likely to be seen when:

- An individual is consistently picked upon through name calling, teasing, recognition of the constant reminder of a specific weakness or disability;
- Constant provoking leading to the prevention of a pupil fully participating in activities whether work or play;
- A pupil is being hit or kicked continually;
- Provoking another pupil into unacceptable behaviour;
- A child is purposely ignored by others.

### **Rules and Regulations Regarding Bullying**

Staff and Governors at Hay on Wye Primary School wish to make it clear to pupils and their parents that

#### **“Bullying will not be tolerated in the school”.**

We will make sure that all staff including teachers, teaching and support assistants, school cook, cleaning staff, pupils, voluntary helpers and visiting multi-disciplinary staff will be aware of our policy.

Our aim to combat bullying in the first instance will be a preventative one, as it is agreed that “prevention is better than cure”. Pupils will be encouraged to develop an attitude of caring and consideration towards others, taking responsibility for the well-being of their fellow pupils and their needs. These attitudes will be emphasised especially through specific class projects and discussions in Assemblies, Religious Education as well as forming an explicit part of the PSE. This is the ethos of the school and is encapsulated in the School Vision and Aims.

We must acknowledge however that a few of our pupils are unable to express their concerns and fears; this makes it even more important that as members of staff we are even more aware of pupils’ communication needs and it will be made clear that bullying is not acceptable.

#### **Guidelines for staff**

- Bullying must be dealt with swiftly, when it occurs all staff must be consistent in their approach when dealing with such behaviour.
- Pupils must be well supervised at all times.
- Staff must be very prompt when on duty during break and lunch times.
- Encourage children to “tell” the nearest adult of their problems and not retaliate. Let them know that they are cared for and if there is anything or anyone troubling them that they must inform a member of staff and keep telling someone until something is done about it.
- Be prepared to listen to any complaints concerning harm or harassment, investigating them thoroughly without appearing to take sides.
- Be aware and sensitive to typical bullying signs:

- Constant tears and signs of distress especially after breaks;
- Constant opting out of school activities;
- Reluctance to join in with certain pupils;
- Constant reports of damage to an individual's property;
- Refusal to go out to play;
- Continual absenteeism.

### **Specific action to be taken**

- Calm the situation as quickly as possible removing victim and bully from scene if appropriate;
- Listen carefully to child's account;
- Offer immediate support to the distressed child who is most probably the victim;
- Inform a senior member of staff of the incident and action taken;

Ensure that the incident is followed up and support offered to both victim and bully. The bully also needs support, as very often his or her action could well be the result of some deep rooted problem.

### **Outcomes**

1. The bully (bullies) will be asked to genuinely apologise. Other consequences may also take place.
2. Parents are informed and in more serious cases, invited in to talk about their child's behaviour
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

**THE KEY WORDS FOR PUPILS ARE "TELL SOMEONE"**

**THE KEY WORDS FOR STAFF ARE "LISTEN AND TAKE ACTION"**

### **Staff should not:**

- Ignore bullying or any threatening behaviour;
- Threaten or challenge the bully with violence;
- Do anything that may lead to the escalation of violence.

Staff should also be aware that their reaction to bullying could constitute bullying itself.

Behaviour should be given the same consideration as learning difficulties and will require the development of learning strategies to develop more acceptable behaviour. It may be necessary to look at the individual's needs and consider whether an IBP needs to be developed (Individual Behaviour Programme)

### **Policy Review**

This policy will be reviewed as detailed in the school's policy review cycle. It may also be necessary to review and amend it sooner to reflect both local and national changes.

