

THE HARLINGTON AND SUNDON ACADEMY TRUST



HARLINGTON LOWER AND SUNDON LOWER SCHOOL **ANTI-BULLYING POLICY**

Approved by Curriculum Trustee Committee: February 2023
Approved by Board of Trustees: April 2021 (to be reviewed April 2023)
Next review: February 2025

At Harlington Lower School and Sundon Lower School we believe that in a caring school, respect for individuals and good relationships between all members of the school community are central to its well-being. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, over a period of time.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial comments
- Verbal name-calling, swearing, spreading rumours, teasing
- Cyber All areas of the internet, such as email & social media misuse. Mobile threats by text messaging and calls

**Bullying will not be tolerated at
Harlington Lower School or Sundon Lower School.**

Aims

This policy is designed to ensure that as a school we are alert to bullying in any form and act promptly and firmly against it.

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through our school values, rules and curriculum.
- To show commitment to overcoming bullying by practicing zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a safe and happy environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Whole school and Individual Staff Responsibilities

- Never ignore suspected bullying.
- Don't make premature assumptions.
- Listen carefully to all accounts and investigate as fully as possible.
- CPOMS is used a tool for recording all child-on-child incidents
- Leaders will track behaviour for patterns, using CPOMS reports
- Use a range of teaching and learning styles and strategies which challenge bullying.
- Act in a discrete and sensitive way when acting upon any allegations of bullying

Support for Parents

When parents raise a concern that their child is being bullied their concern is taken seriously and further enquiries are made.

CPOMS is used to log all parental concerns.

Procedures and Recording

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be part of a number of incidents which are serious for the individual child.

The following steps will be taken when dealing with any incident:

All reported incidents from children or parents, will be investigated immediately by a member of staff who has been approached or witnessed the incident.

- Listen to the child reporting the incident and make sure that they feel that their concerns are being taken seriously.
 - Speak to other children involved.
 - Record the incident on CPOMS labelling with child-on-child (and other categories as appropriate).
 - Automatic alert sent to DSL.
 - Children must feel that their complaint has been dealt with properly. If you are unsure what to do, please seek advice.
-
- The Headteacher is automatically alerted through CPOMS to any incident
 - If deemed to be bullying by the DSL, the parents of those involved and if appropriate the child should be invited to discuss the situation with the DSL, as appropriate.
 - If parents feel dissatisfied in any way with the process, they are given the opportunity to share their concerns with the Headteacher.
 - All subsequent actions will be logged on CPOMS.
 - DSL should closely monitor, alongside the termly safeguarding trustee visit, that incidents are not reoccurring and are being resolved.

Support

Pupils who have been bullied should be supported by:

- Immediate opportunity to discuss the experience with a member of staff
- Reassurance from an adult
- Close supervision by school staff

Pupils who have bullied should be helped by:

- Opportunity to explain what happened
- Understanding the consequence of their actions
- Informing parents or guardians to help change the attitude of the pupil

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies, school curriculum and values teaching, as appropriate, in an attempt to eradicate such behaviour.

Incidents of bullying outside the school's premises

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims 'not to suffer in silence'. Actions the school could take, if deemed appropriate, include:

- Talking to the local police about the problems within the Community
- Talking to the Headteachers of the schools whose pupils are involved in bullying off the premises

Bullying can take place via text messages and other means of 'cyber communication'. This often happens out of school hours, but has implications for the parties involved when they are in school. We would always talk to pupils and parents about the issues and take their concerns seriously.

Adult bullying

From time to time, adults behave inappropriately towards each other. If any parent feels that they are being treated inappropriately within our school community, they must report this to the Headteacher immediately. If any parent has concerns about the Headteacher, they must report this to the Chair of Trustees.

On occasions, when a parent suspects another child of inappropriate behaviour towards their own child, they may take matters into their own hands. This can result in inappropriate verbal exchanges in front of pupils. If children are experiencing problems with other children, parents must not try to take matters into their own hands. Parents' confronting other parents in the playground is not acceptable and could be viewed as adult bullying. The school should be informed immediately of any concerns so that we may intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be.

Policy is available on both schools' websites.



We support children in becoming well rounded individuals where they naturally demonstrate the values of the school in all aspects of their lives.