"Nurturing Life-Long Learning"

Anti Bullying Policy

Adopted by Governing Body:	11.2023
Review Date:	11.2025

(TO BE USED IN CONJUNCTION WITH THE   BEHAVIOUR POLICY) AND BEHAVIOUR CURRICULUM)

Bullying is an unacceptable behaviour. All members of the school community need to understand what constitutes bullying and need to be alert to signs that bullying is taking place. Hertfordshire Education Authority defines bullying as **'deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves'**. It can take many forms but the three main types are **physical, verbal or indirect**. All pupils should be aware that incidents of bullying and harassment of any sort will not be tolerated. They will be dealt with appropriately in a manner that supports and protects the victims. We are a 'telling' school. The Head Teacher, DHT and other teachers regularly describe the policy in assemblies. It is unacceptable for children to be hurt verbally or physically and if it happens children are told to tell their teacher or another adult in school or their parents who will inform the school.

What is bullying? The DfE states that bullying can be defined when all 3 elements
are present:

- There is an imbalance of power between the pupil showing bullying behaviour and the target of that behaviour; and the target would find it difficult to defend themselves;
- The behaviour is intended to cause distress;
- The behaviour is usually repeated.

Why consider bullying?

- It is harmful to all involved: not only the person being bullied but also those who bully and those who stand by;
- It can lead to a lack of confidence, low self-esteem, depression, anxiety, physical harm, self harm and sometimes suicide;
- Effective anti-bullying strategies can help pupils realise their academic potential and create a safe, happy and emotionally healthy learning environment.

We aim to prevent bullying by:

- Teaching our values based education (7 Learning powers and Safe, Ready and Respect)
- Use of worry boxes or worry monsters in each classroom which are monitored by class teachers daily
- Home school communication
- Using assemblies to teach and promote a positive ethos and to deal with problems before they escalate;
- Keeping a written record on CPOMS which children are involved and when they occur. This will help us to spot patterns of behaviour which may indicate bullying.

If bullying does occur we will:

- Keep a written record using CPOMs
- Give the children involved the chance to talk through events with an appropriate adult;
- Inform the parents/carers of all children involved.
- Teach protective behaviours to support

Action taken may also include:
- Completing a Roots and Fruits form
- Asking all involved to write down incident for discussion
- Discussing the problem at class circle time;
  - Holding a smaller conference with the children involved and a mediating adult;
  - Create a support group for the children to teach new behaviour and rebuild confidence
  - Exclude the instigator from the playground or certain classroom activities for a set period of time
  - Provide opportunities for the victim and the bully to work or play together to build a different kind of relationship.
  - A behaviour contract/plan between the children involved and the school will be written and shared with parents and the child to agree actions and support.
- Internal exclusion or suspension

Arrangements for recording and reporting discipline and bullying Issues

- Incidents of bullying are reported to the Headteacher and Governing Body
- Unacceptable behaviour information is recorded by the class teacher and significant incidents logged on CPOMs
- Class teachers, then the DHT/ Head teacher should be informed of serious incidents when they occur at lunchtime.

Support Groups for behaviour management

The school strives to provide support for all pupils in a variety of ways including:

Protective behaviour groups; social skills groups; playtime groups; play therapy; bereavement groups; Lego therapy; ELSA groups..These are all adapted, modified and organised as needs arise.