



HOUGHTON ON THE HILL  
CHURCH OF ENGLAND PRIMARY

## **Houghton on the Hill CE Primary School Anti-Bullying Policy** **2024**

This policy is to be understood within the framework of and in relation to the following school policies: Behaviour, Safeguarding, Equality Objectives, Acceptable Use of ICT, Dignity At Work.

### Key Staff

Identifying, reporting and challenging bullying is the responsibility of all members of our school community. However, key staff have been identified as leading in this area:

**Lead Teachers for Anti-Bullying** *Ali Woollerson (HT) & Declan Feeney (Committee lead)*  
**Lead Governor for Anti-Bullying** *Pat Ford*  
**Subject Leader for PSHCE** *Lisa Pausey*

Aim: To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

### **Anti-Bullying Statement**

- **Bullying is unacceptable and will not be tolerated.**
- **Bullying is not in keeping with the Christian Values of our school.**
- Bullying is anti-social behaviour and affects everyone, children and adults
- Bullying is defined as deliberately hurtful behaviour towards an individual or group, repeated over a period of time, where it is difficult for those being bullied to defend themselves.
- Bullying can be physical (e.g. hitting, kicking, theft, damage to property).
- Bullying can be verbal (e.g. name calling, racist remarks, threats, nasty teasing).
- Bullying can be psychological (e.g. spreading rumours, excluding someone from social groups).
- Bullying can be cyber-bullying (e.g. using mobile phones and social media to spread rumours, unkind images or insults).
- Bullying can take many forms, including: racial, religion, cultural, SEN or disability, appearance and health, home circumstances, homophobic, bi-phobic, transphobic, sexual). It can be classified as Peer on Peer Abuse.
- Bullying is not confined to children and young people; we recognise adults and children can be both bully and victim.
- Bullying is not confined to the school site, and we take of equal importance any reported bullying outside the school day that affects any member of our school community.
- Bullying is not playground squabble, disagreements and conflicts; it is a repetitive, intentional hurtful behaviour focused on one individual or group.

### Reporting and Recording Bullying

- ⊙ Any child who feels bullied is encouraged to report to a trusted adult, or to one of the school's Pupil Anti-Bullying Ambassadors who will then report it to a member of staff.
- ⊙ Children are encouraged to 'tell, tell and tell again'.
- ⊙ Any parent who feels their child is being bullied is encouraged to report to the class teacher or a senior member of school staff.
- ⊙ Adults who feel they are bullied are encouraged to report this to the headteacher, or if this is not possible to the lead governor for anti-bullying.
- ⊙ All members of the school community are expected to report and must not ignore any bullying they have witnessed.
  
- ⊙ All reported allegations of bullying will be recorded within My Concern, together with any evidence of substantiation is available.
- ⊙ The school will record actions taken and the outcomes of these actions.
- ⊙ Allegations of bullying are reported termly to the Full Governing Body in anonymised form, through the headteacher's report.
- ⊙ Bullying incidents will be recorded in the school's risk management strategy.
- ⊙ Data related to bullying allegations will be reviewed termly by the headteacher, and annually by the Governor Safeguarding Committee.

### Responding to Allegations

On receiving an allegation related to bullying, a senior member of staff will:

- Take accounts from all involved (victim, bully, bystander witnesses).
- Inform parents where there is substantiating evidence of bullying.
- Apply sanctions according to the severity of the bullying.
- Put in place risk assessment strategies to prevent further incidents.

*In accordance with our Behaviour Policy, confirmed bullying is considered a more serious behaviour and therefore there are no warnings issued:*

1. Loss of break times (in blocks of five minutes);
2. Removal of pupil from class/activity;
3. Formal letter home/meeting with parents;
4. Exclusions from areas (e.g. playground) or activities (e.g. clubs);
5. Lunchtime exclusion;
6. Fixed term exclusion;
7. Permanent exclusion.

In addition:

#### **Bullies may be helped by:**

- Opportunities to hear from the victim about how they felt;
- Close working with parents;
- Daily report card to modify behaviour;
- Referral is appropriate to other agencies (e.g. school nurse, family steps).

**Victims may be helped by:**

- Opportunities to tell the bully how they felt and why;
- Allocation of a named adult for them to confide in;
- The school pupils being informed of a bullying incident and explicitly told that bullying is unacceptable.

Preventing Bullying

The school is committed to actively preventing bullying. We therefore will:

- ☺ Review our Anti-Bullying Policy annually, in conjunction with governors, staff and parents;
- ☺ Create an Anti-Bullying Charter with pupils, displayed prominently in the school;
- ☺ Select Pupil Anti-Bullying Ambassadors to support the work of the policy;
- ☺ Provide posters around the school to remind children how to report bullying;
- ☺ Regular references to anti-bullying in school newsletters;
- ☺ An anti-bullying page on the school's website;
- ☺ Actively engaging in Anti-Bullying week annually;
- ☺ Using our PSHCE to challenge prejudice and social behaviours;
- ☺ Providing regular training opportunities for staff and governors;
- ☺ Specific training is provided for lunchtime staff, as this is a high risk area.