



# Anti-Bullying Policy

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<b>Compiled By: Mrs A Murray</b>	<b>Authorised By: Mr H Fraser</b>

Elmham Road, Cantley, Doncaster DN4 6LQ

Tel: 01302 535906

Fax: 01302 371192

Email: [admin@hawthorn.doncaster.sch.uk](mailto:admin@hawthorn.doncaster.sch.uk)

Headteacher: Mrs Diane Wakefield

Chair of Governors: Mr H Fraser

Website: [www.hawthorn.doncaster.sch.uk](http://www.hawthorn.doncaster.sch.uk)

## **Objective**

At Hawthorn Primary School we believe that all children have the right to safe and happy times whilst they are at school. We know that a school free from bullying is a school where each child can flourish and make the most of their learning and their play.

## **What is 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) often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care of has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

## **What types of bullying are there?**

- physical, aggressive or violent behaviour
- indirect e.g. spreading gossip about / not done to their face
- the threat of physical, aggressive or violent behaviour
- name calling, cruel words, emotional torment
- homophobic bullying – the use of sexist language deliberately to offend
- ‘cyber-bullying’ – the use of ICT to bully children through chat-rooms, facebook, mobile phones etc.

## **We aim to prevent bullying in our school by**

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence (SEAL).
- Any incidents being treated seriously and dealt with immediately.
- Involving external professionals where appropriate
- Adhering to our E-safety Policy (In ICT policy)

## **Dealing with bullying**

This is the shared responsibility of everyone in the school. When bullying happens it will be dealt with quickly and effectively. All incidents of bullying will be recorded in the school’s incident log file.

## What the child who is being bullied should do:

- Tell an adult who they trust
- Fill in a ‘worry’ slip
- Understand the adult they have spoken to will need to talk to a number of other adults, and some children
- Follow the advice and guidance that the supporting adults give them

What parents/carers of the child who is being bullied should do:

- Look out for signs (physical and emotional) that may suggest their child is unhappy
- Find the right time and space to talk to their child
- Listen carefully to what the child is saying, ask sensitive questions, avoid jumping to conclusions or putting words in their mouth
- Keep a diary or notes if appropriate or necessary
- Explain to your child that you are going to help, and share with them, and get their agreement on, the way in which you feel you can help
- Contact the school

What the school should do with the child who is being bullied:

- Look out for signs (physical and emotional) that may suggest a child is unhappy
- Find the right time and space to talk to the child
- Listen carefully to what the child is saying, avoid jumping to conclusions or putting words in their mouth
- Investigate and act on
- The Headteacher should also consider whether it is appropriate to notify the police of the action taken against a pupil.
- If the misbehaviour could be a criminal or poses a serious threat to a member of the public, the police should always be informed
- Complete an incident log
- Keep a diary or notes if appropriate or necessary
- Explain to the child that you are going to help, and share with them, and get their agreement on, the way in which you feel you can help
- Contact the parents

What the child who is bullying should do:

- Seek advice and guidance from somebody at home
- Seek advice and guidance from friends, peer mediator, Teaching Assistant, Teacher, a member of Senior Leadership Team, MSAs or Behaviour Manager

**Why is it important to respond to bullying?**

**Bullying Hurts!**

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No-one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

**Our school will respond promptly and effectively to reported incidents of bullying**

