



**HYTHE BAY**  
Church of England  
Primary School

## Anti- Bullying Policy May 2023

Signed	Designation	Date
	Headteacher	
	Chair of Governors	

Anchored by God, we strive to teach children to be confident, connected, and creative through outstanding teaching and care. We show our love, tolerance, forgiveness, and compassion, not just by talking about them but living them each day of our lives.

**"We should love people not only with words and talk but by actions and true caring."  
1 John 3: 18**

Our vision is to be a Spirit-filled community where every individual flourishes and is respected.

Our Christian values allow us to be an inclusive school which, through our learning, strives to give everyone life in all its fullness.

Within our local and global culture of continuous learning and reflection, we aim to deliver a broad and ambitious curriculum to all children in our care.

## **BULLYING: OUR SCHOOL'S VALUES AND BELIEFS**

We aim to create a Christian environment in which each child is valued and special and in which respect for the rights and needs of others is nurtured. As a Church school we believe all we do is theologically rooted.

This document is a statement of the aims, principles and strategies for Anti-Bullying at Hythe Bay Church of England Primary School.

Bullying both verbal and physical will not be tolerated in this school. It is everyone's responsibility to prevent it happening and this policy contains guidelines for all members of the school community. In our school everyone has a right to feel welcome, safe and happy.

In Our School:

- Bullying of any sort is unacceptable
- Pupils who experience bullying will be supported
- We recognize the effects that bullying can have on pupils' feelings of self-worth and upon their school work
- The school community will actively promote an anti-bullying environment

### **OUR DEFINITION OF BULLYING**

Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the most common types are:

- Physical - hitting, kicking, taking another's belongings
- Verbal - name calling, insulting offensive or racist remarks
- Indirect - spreading unpleasant stories about someone, excluding someone from social groups or being made the subject of malicious rumours
- Online bullying –Malicious text messages or emails, malicious/unkind posts on social media.

Some forms of bullying are attacks not only on the individual, but also on the group to which they may belong.

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who may have special educational needs or disabilities
- Bullying in relation to gender identity

## **Aims**

- We aim to prevent bullying at Hythe Bay Church of England Primary School
- We aim to raise pupil's awareness of bullying behaviour and the school's Anti Bullying policy
- We aim to challenge attitudes towards bullying behaviour, increase understanding for pupils who may have been bullied and help build an anti-bullying ethos in our school
- We aim to respond effectively to all instances of bullying that are reported to us
- We aim to continue to improve the play facilities so that we provide an interesting and stimulating environment for pupils as well as providing quiet supervised activity areas.

## **Creating an Anti-Bullying Climate in School**

Prevention is better than cure so at Hythe Bay Church of England Primary School we will:

- take time to ensure issues are discussed fully during PESHE time with the whole class.
- be vigilant for signs of bullying, always take reports of bullying seriously and investigate them thoroughly with all of the children involved.

Children will be encouraged to report all incidents of bullying to an adult. These will initially be referred to the class teacher.

Children are taught how to use the Anti Bullying boxes in order to report concerns. The boxes will be checked daily and an adult will follow up any issues raised.

A strategy taught to all children in the school is as follows:

### **STOP IT I DON'T LIKE IT**

We know that when children are content and happy they are more likely to be able to concentrate in class and learn more effectively. So, with this in mind, the staff has come up with a set of rules that all children have discussed, acted out or drawn and written about in class to help us all deal with upsets in the same way. All the adults who deal with children in school know these rules too.

#### **How I keep happy in school**

Sometimes in school children do things I don't like  
When children do things I don't like I will hold up my hand and say something like

"STOP IT, I DON'T LIKE IT"

If there are still things I don't like, I will tell a grown up.

The grown up will listen to me.  
We will go and find the child who upset me. The grown up will help me tell them what they did that made me sad.

Usually the person who upset me will say "SORRY" and promise not to do it again. Then we will be friends and I will be happy.

### **Staff on duty outside should:**

Ensure pupils are supervised at playtimes and lunchtimes.

- Observe pupils' play patterns and relationships – note children who appear isolated or unhappy and inform the class teacher
- Investigate every allegation of bullying and ensure that children are listened to
- Encourage children to use the play equipment and quiet areas around school including the friendship stop

### **Each class teacher should**

- Use the curriculum to increase children's awareness of bullying  
And use our anti bullying policy to help them to develop strategies to combat bullying
- Increase understanding for victims of bullying and help build an anti-

bullying ethos

- Teach children how to constructively manage their relationships with others
- Use discussion and role play to explore issues related to bullying and to give individual children confidence to deal with 'bullying.'

### **Restorative Approach**

If the incident is not too serious, a 'restorative' approach may help. The adult will remain neutral and will deliberately avoid direct, closed questions which might be perceived as accusatory or interrogational.

The adult will make sure that each pupil has an opportunity to talk and will keep the discussion focused on finding a solution and stopping the incident from recurring. The adult can help the pupils to find their own solution to the disagreement and discuss with them how to put their proposals into action.

A follow up meeting with the pupils can find out whether the solution has been effective or not.

A record of the meeting should be kept on Target Tracker.

Serious incidents must be reported to the Headteacher or a member of the Senior Leadership Team.

### **When tougher measures are needed**

If necessary, we will invoke the following range of sanctions:

- Removal from the class (internal exclusion)
- Withdrawal of break and lunch time privileges
- Withholding participation in school events that are not an essential part of the curriculum
- In extreme cases we will also consider fixed term and/or permanent exclusion from school

### **Our Responsibilities**

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another
- Adhere to and to promote the objectives of this policy

Pupils are expected to:

- Report all incidents of bullying and suspected incidents that victims may be afraid to report using the Anti Bullying boxes if they wish
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school

Parents can help by:

- Supporting our Anti – Bullying policy and procedures
- Encouraging their children to be positive members of the school community

- Discussing with their child's teacher any concerns that their child may be experiencing bullying or if they are unhappy in any other way
- Helping to establish an anti-bullying culture outside of school

## **Parents**

Parents of both victim and perpetrator/s will be informed and staff will undertake to give feedback to parents on the steps taken. Involvement of parents at an early stage is essential. If things have not gone well, the problems will be further analysed with the possibility of outside agency involvement – e.g. behaviour support service. Parents will be kept informed at all stages.

We recognise that there may be times when parents feel that we have not dealt well with an incident of possible bullying and we would ask that this be brought to the attention of the Headteacher.

Any serious incidents of bullying will be reported to Governors in the Head Teacher's Report to Governors and statutory returns for racist incidents are completed annually.

This policy should be seen as part of the school behaviour policy and the school's safeguarding policy.

It will be reviewed at least annually and in the light of any changing circumstances.

Reviewed 27/04/23

Approved by Learning and Achievement Committee on 09.05.23