



## Harrison Primary School

### Anti-Bullying Policy

#### **Statement of Intent**

As a school we have a legal duty to safeguard and promote the welfare of children. We believe that prevention and intervention are key; our priority is to ensure that children will develop their understanding of bullying and be given the confidence to share their experiences. Our ethos, culture and curriculum enable children to learn about their rights and responsibilities with regard to bullying.

Our anti-bullying, behaviour and disciplinary policies set out the actions which will be taken to address bullying when it occurs. Any disciplinary measures will be applied fairly, consistently and reasonably whilst taking account of any special educational needs or vulnerabilities that pupils may have.

We believe that **all** children should feel safe, happy and secure in school at all times. Everyone within our school has the right to feel safe, valued, protected and to be treated with respect and dignity (Article 28).

We want **all** children to develop positive attitudes about themselves, others and towards their learning. The 'Harrison Learning Tree' underpins all we do – our focus on citizenship, attitudes to learning, responsibility and excellence provides a structure by which children and staff can understand themselves as learners and become more responsible for their attitudes to learning and behaviour so that they become genuine **'Lifelong learners, with open minds'**.

At Harrison Primary School, a Rights Respecting ethos is embedded throughout our school. The children are taught about the values, attitudes and skills which foster mutual respect and caring towards others, creating an effective and caring school. The UNCRC is at the heart of Harrison Primary and is the basis for all of our policies. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

#### **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 or the internet), and is often motivated by prejudice against particular groups.

The main types of bullying are:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments

- Homophobic - cause of, or focussing on the issue of sexuality
- Virtual/Cyber-bullying - use of email or texts

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

Bullying hurts. No one deserves to be a victim of bullying and everybody has the right to be treated with respect. It is our collective responsibility as members of Harrison Primary School to report bullying in order to protect the rights of others within our school community.

If bullying, or cyber-bullying does occur, all pupils should feel empowered to report it and know that incidents will be dealt with promptly and effectively.

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils are encouraged to report any incidents to a trusted adult. Staff will record incidents and follow the school's safeguarding procedures. Parents will be informed and involved as appropriate.

We ensure that all parents, staff and pupils have full access to this policy via the internet or school office and that the children are involved in the review/construction of this policy.

### **Aims and objectives**

Our anti-bullying policy aims to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. We aim to:

- Prevent, de-escalate and/or stop any continuation of harmful behaviour.
- React to bullying incidents in a reasonable, proportionate and consistent way.
- Safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil.
- Apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience.

Additionally:

- All Governors, staff, parents and children should understand what bullying is.
- All Governors and staff should know what the school's Anti-Bullying Policy is, and follow it when bullying or cyberbullying is reported.
- All pupils and parents should be aware of what they should do if bullying or cyberbullying arises.
- As a school, we take bullying very seriously. Pupils and parents know that they will be fully supported when bullying or cyberbullying is reported.
- Bullying and cyberbullying will not be tolerated. It is our responsibility to ensure that when it occurs, any incident of bullying is dealt with in line with this policy.

We believe in Hampshire County Council's overarching vision that every child and young person, including those who are vulnerable or disadvantaged, has the best possible start in life and develops to their full potential. Our aim is for all children and young people to achieve the five outcomes of Every Child Matters; that is to:

- be healthy
- stay safe
- enjoy life and achieve their full potential
- be interested and fully involved in the community they live in
- achieve economic independence.

### **The needs of children/young people**

In particular, children and young people have the right to:

- be able to grow and develop in safety and free from prejudice and discrimination;
- be listened to and have their views taken into account;
- be treated with respect;
- belong to and be valued in their community;
- see their needs and interests at the heart of everything we all do.  
(Hampshire Children and Young People's Plan, 2006)

The children and staff at Harrison Primary School share the responsibility to ensure that all children's rights are met and valued. The aim of this policy is to protect the rights of all children.

### **Staff support and training**

The school will ensure that all staff receive annual refresher training on the implementation of this policy. New staff induction will include our Behaviour and Anti-Bullying policy awareness.

Supporting frameworks:

- The National Curriculum
- Keeping Children Safe in Education
- The United Nations Convention on the Rights of the Child
- PSHE curriculum
- Anti-Bullying Alliance Materials
- Healthy Schools
- Harrison Primary School's own e-safety training and policies

### **Assessment, monitoring, evaluation and reviewing**

This policy is reviewed on an annual basis by the school team and School Council.

The monitoring of the effectiveness of the policy will be undertaken in a variety of ways including:

- Termly review of the effectiveness of interventions via SMT meetings
- Annual school questionnaires to parents and children
- School Council review
- Review of PSHE assessments
- Parental and pupils' evaluation of our provision

### **External support**

Anti-Bullying Alliance – [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Kidscape – [www.kidscape.org.uk](http://www.kidscape.org.uk)

Childline – 0800011111

Bullying Online – [www.bullying.co.uk](http://www.bullying.co.uk)

Parentline plus – [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

Cyberbullying.org – [www.cyberbullying.org.uk](http://www.cyberbullying.org.uk)

### **Involvement of parents/carers**

It is essential to involve parents when bullying has taken place, either in person or via mobile communication and social networking sites. The most effective emphasis in meetings with parents is on joint problem solving. The aim of the meeting is to minimise the likelihood of further bullying, regardless of whether one is talking about the child who has bullied, or the victim.

We will ensure that:

- Parents are clear about the joint problem solving focus.
- They have been given enough notice.
- The meeting is uninterrupted.
- Parents' right to express their opinion is respected and they have an opportunity to have their say.
- The meeting is purposeful and ends on a positive note.

## **Management of bullying incidents at school**

Our Class Charters, Year Group Mission Statements and Harrison Learning Tree outline children's rights and our common expectations for positive behaviour at Harrison.

### **If bullying occurs:**

- A secure environment is provided in which incidents can be reported confidently
- A log is kept of bullying incidents on CPOMS (including the date of the incident/s)
- The pupil who has been bullied should be made to feel safe and treated in a respectful manner
- All pupils should be aware/shown that bullying is taken seriously
- Consistency is of the upmost importance in the recording of incidents and the response to bullying
- The school should protect and support all parties involved
- The person who has bullied should be encouraged to behave in an acceptable way
- Interventions should be closely monitored and followed up appropriately.

### **Procedures**

- Bullying and cyberbullying incidents are logged and reported
- Incidents will be reported to SENCO and SMT
- In serious cases of bullying, parents of all children involved should be informed and will be invited to a meeting to discuss the incident. This may involve teachers, teaching assistants, ELSAs, SMT or the Head teacher.
- The bullying behaviour is investigated and the bullying will be stopped quickly
- The bully/bullies will receive support to change their behaviour (e.g. ELSAs, Teachers and BST if necessary)
- All incidents will be followed up and monitored.

### **At Harrison, we:**

- establish a clear code by which we behave through The Harrison Learning Tree and Rights Respecting expectations
- ensure that all children are aware of the behaviour classed as bullying and this is updated frequently through assemblies, PSHE integrated within the curriculum.
- Individual Behaviour Plans will be implemented for children experiencing interpersonal and peer relationship difficulties.
- adopt a 'no blame' approach.
- monitor closely children who have Special Educational Needs and other vulnerabilities
- implement individualised provision such as ELSA & TALA as appropriate

## **Confidentiality**

All members of staff should ensure that they are familiar with the school's confidentiality policy.

### **Linked policies:**

Behaviour, Safeguarding, PSHE, e-Safety, ICT & Computing Acceptable Use Policies, Confidentiality and Equality Policies

### **Dissemination of the policy:**

This policy is disseminated to parents through:

- Year Group Meet the Teacher meetings
- The school's website
- 'Harrison Headlines'

This policy is disseminated to staff at the beginning of every autumn term and to new staff as part of their induction.

This policy is disseminated to children through:

- PSHE (fully integrated into the curriculum)
- Assemblies (linked to children's Rights and Responsibilities)
- Key national events such as Safer Internet Day
- Class Charters & Year Group Mission Statements
- Integrated RRR Curriculum
- The Peer Mentor Scheme

Policy approved and adopted: September 2018

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