



Heronsgate Primary School

# Anti-Bullying Policy



Bullying is any behaviour which is deliberately and repeatedly intended to hurt, intimidate, frighten, harm, upset or exclude anyone.

## What do teachers do to stop bullying?

- Teach pupils about how to treat people kindly, fairly and with respect in assemblies, PSHCE lessons, circle time and RE.
- Reward pupils for good behaviour and good learning.
- Place 'worry boxes' in classrooms, so that teachers know when pupils are upset and can then help them.
- Have a 'Listening Ear' at lunchtimes where pupils can talk to a Learning Mentor about their worries and get advice and support.
- Place 'Buddies' in the playgrounds and the dinner hall to support pupils if they are upset, feel left out, get angry, etc.
- Arrange Anti-Bullying workshops for parents.
- Hold an Anti-Bullying week in school every year.
- Provide lots of play equipment so that pupils are able to enjoy their playtimes.
- All staff make sure that they make time to talk to pupils about any worries they may have.
- Parents can talk to teachers after school if they have any worries about their child.

## What happens when a pupil is bullied?

- A teacher will carry out an investigation to find out exactly what has been happening.
- All bullying incidents are recorded on a 'Bullying Report' form and kept in the Headteachers office.
- Parents of the Bully and Victim will be spoken to by the teacher.
- The Bully will be punished, as well as supported in recognising the effects of their behaviour and how to change it. They will make up for their actions and may be given ongoing support from a Learning Mentor.
- The Victim will be supported in how to deal with unwanted behaviour and protected to ensure their safety.