



SUMMARY OF BULLYING POLICY

We aim to be a *telling* school.

That means that *anyone* who knows that bullying is happening is expected to tell the staff.

We LISTEN to what children have to say

Children are asked to name three people they would feel comfortable reporting any incidents to.

In assemblies and through our Heathfield Heart curriculum (PSHE, Computing, RE, Heathfield Golden standard) importance is given to regularly discussing what bullying is and emphasising:

- Tell somebody!
- Tell one of your chosen 3 names – tell me 3!
- Use the daily 'Mental Wellbeing Check in' to discuss concerns with the Learning mentor
- Tell a Teaching assistant/welfare assistant if something happens at lunchtime
- Tell a friend who can help you report it to an adult
- Try not to go home without telling somebody

If they feel they cannot do this, then they must:

- Tell their parents/sister/brother/family member/friend to report to school

If a Child experiences any form of cyber-bullying they must show someone.

- If it is in a text – Keep the text.
- If it is an Instant Message – Save the message/screen shot the message and/or print it.
- If it is an email – Save the message/screen shot the message and/or print it.
- If it is a posting on a Social Network site – Save the message/screen shot the message and/or print it.

This will be emphasised regularly:

- Through our Heathfield Heart Curriculum
- During assemblies
- After an incident in class
- At any suitable opportunity
- During Mental Wellbeing Check in and Nurture

The school encourages other children to be involved by asking them to tell somebody if they see a bullying incident. Sometimes issues need to be dealt with publicly to give a firm message that bullying will not be

tolerated. Everyone needs to feel that all members of the school community, staff and children alike will not accept bullying behaviour.

It is important children know:

- Something will be done about it.
- It will be taken seriously.
- There is ALWAYS someone who will listen.
- Parents will be informed

Teachers must:

- Watch for early signs of distress in children.
- Listen carefully and record all incidents on CPOMs.
- Offer the victim immediate support and help by putting the school's procedure into operation. Make the unacceptable nature of the behaviour, and the consequences of any repetition clear to any child found to have been bullying, and to their parents.

Children and Teachers must:

- Take action when someone is being bullied, this includes peer on peer abuse and/or is in distress.
- Children should inform an adult immediately.
- Children are urged to only accept those who do not bully others.

Monitoring, evaluation and review

Serious incidents of bullying are recorded and reported to the Governors. The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.