Howden Junior School and Howden Infant School

Anti-Bullying Policy

September 2026

Reviewed: September 2026
Next Review: September 2027

Howden Junior and Howden Infant School
Anti-Bullying Policy

This policy should be read in conjunction with the following policies:

- **Safeguarding and Child Protection Policy**
- **SEND policy**
- **PSHE, RSHE & child-on-child abuse policy**
- **Behaviour for Learning policy**
- **Positive handling Policy**
- **E-safety Policy**
- **Remote learning policy**
- **Acceptable use policies for staff, parents and pupils.**
- **Home-school-agreement**

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated regularly over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Aimed at gender: not allowing certain games or sports to played due to gender
- LBGQT+phobic: because of or focussing on the issue of sexuality and/or gender identity.
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of internet, such as email, WhatsApp, internet chat room.
  Mobile threats by text messaging and calls.
- Misuse of associated technology i.e. camera and video facilities, including the dangers presented by sexting.

However, it manifests itself, bullying will not be tolerated at Howden Junior School and Howden Infant School

Aims:

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social Development.
- To show commitment to overcoming bullying by practicing zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Whole School and Individual Staff Responsibilities and strategies for the prevention of bullying:

- All staff will clearly state that bullying is unacceptable behaviour at Howden Infant School and Howden Junior School

- Wellbeing Ambassadors and Playground Leaders allow children to immediately seek help or buddy support where needed

- Teasing, personal comments, name-calling and other incidents will be actively decried

- We will actively promote tolerance and respect for difference and diversity through our daily demonstration of the Values and the teaching of our PSHE programmes (e.g. relating to race, gender and disability)

- Howden Infant School and Howden Junior School will engage all pupils through recognising national events, such as Antibullying Week.

- Every effort will be made to integrate all pupils into their class group and the wider school community. The class teacher will try to achieve this by building a group identity; encouraging all pupils to participate in a wide range of activities, both in school and in their free time; encouraging pupils to have a sense of self-worth and be assertive, whilst respecting the needs and feelings of others.

- All adults will set a good example by working to establish positive relationships between staff and pupils as well as between peers

- All staff, teaching and associate staff, should monitor pupil behaviour

- If bullying is suspected, staff should report the behaviour of pupils concerned and take appropriate action, informing the relevant class teacher

- Duty staff should ensure they oversee all areas of the school. Toilets should be visited at breaks and lunchtimes by staff.

- Pupils are told to report incidents of bullying. All pupils will be reminded of the importance of reporting and preventing incidents. The initial report will be treated confidentially, within

safeguarding guidelines. A senior member of staff, e.g. Head of School, will consider how best to investigate, intervene and support the pupils involved.

- School leaders share information on 'a need to know basis' but also consider the impact upon the pupils involved, ensuring that there is a balance between meeting a pupil's individual need and safeguarding

- Prompt arrival to school reduces the opportunity for bullying to occur

- Assemblies reinforce the anti-bullying message and the procedures which pupils should follow, if they are being bullied.

- PSHE activities dealing with bullying are aimed at building self-esteem and using assertiveness as methods of combating bullying.

- We consult with pupils to ascertain their views of bullying and its extent during Pupil Voice surveys

- Howden Infant School and Howden Junior School Behaviour for Learning Policies and electronic recording and tracking system (CPOMS) enables monitoring and evaluation of all types of bullying.

- Anti-bullying programmes and ELSA support, in conjunction with outside agencies, are used to prevent and reduce bullying, e.g. Be Well

- The Trust and School leaders and Designated Safeguarding Lead, middle leaders and e-Safety leads regularly monitor, analyse and review data on bullying with the aim of improving response and planning deployment of resources to reduce bullying

- School leaders regularly refresh their safeguarding qualifications.

Support for Parents

When parents raise a concern that their child is being bullied it is essential that this concern is taken seriously and not dismissed without further enquiries being made.

It is essential that a clear record of the concern and of immediate action to be taken by school staff and placed on CPOMS.

The child's class teacher is the first point of contact.

Procedures and Recording

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be a part of a number of incidents which are serious for the individual child.

The following steps will be taken when dealing with any incident:

All reported incidents will be investigated immediately by the member of staff who has been approached or witnessed the incident.

- Listen to the child reporting the incident and make sure that they feel their concerns are being taken seriously.
- Record the incident on CPOMS
- Check through CPOMS records to establish if there are any previous incidents involving the same children.
- If you feel that this is one of a number of incidents, or is particularly severe, refer immediately to the child's Class teacher, Assistant Headteacher or Headteacher.
- If the incident is minor and does not merit a referral, please make sure you deal with the incident effectively and in line with the Behaviour for Learning policy. Children must feel their complaint has been dealt with properly. If you are unsure of what to do, please seek advice.
- Once a referral through CPOMS has been received by the Class teacher, Assistant Headteacher or Headteacher, a thorough investigation of the incident involving all parties will be undertaken and recorded on CPOMS.
- After investigation has taken place, a decision should be made as to whether a case of persistent bullying is taking place. If this is the case, the parents of the perpetrator will be invited to discuss the situation with the Headteacher or Assistant Head as appropriate.
- Parents of the bullied child must be kept informed of the whole process and it is vital that they feel satisfied with the way the incident has been dealt with.

If an allegation is made by a parent, full written details should be taken and referred to the Headteacher who will then record this on CPOMS using the appropriate category e.g. verbal bullying and investigate thoroughly.

When the Headteacher is satisfied that measures put in place to resolve any bullying have been successful, outcomes will be completed on CPOMS to gather the school, pupil and parent voice. This will be shared with parents. This evaluation will be used to constantly improve our practice.

Support

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.

Pupils who have been bullying will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents or guardians to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies, School Council and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Incidents of bullying outside the school's premises

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims "not to suffer in silence". Actions the school could take, if deemed appropriate, include:

- Talking to the local police about the problems within the community.
- Talking to the Headteachers whose pupils are involved in bullying off the premises.

Bullying can also take place via text message, WhatsApp, Snapchat, Tiktok and other means of 'cyber communication'. This often happens outside of school hours, but has implications for the parties involved when they are in school. We would always talk to pupils and parents about the issues and take their concerns seriously. Incidents of 'sexting 'may have implications for child protection and should be passed on to the school DSL. Parents/carers will be involved in order to educate the child in this area if there are recorded incidents of sexting.

Adult Bullying

From time to time, adults behave inappropriately towards each other. If a parent feels that they are being treated inappropriately within our school community they must report this to the Headteacher or Chair of Governors, immediately.

On occasions, when a parent suspects another child of inappropriate behaviour towards their own child, they can try and take matters into their own hands. This can result in:

- Parents approaching other parents in groups.
- Inappropriate verbal exchanges in front of pupils.
- A breakdown in communication.

If children are experiencing problems with other children, parents must not try to take matters into their own hands. Parents confronting other parents in the playground is not acceptable and could be viewed as adult bullying. The school should be informed immediately of any concerns so that we may intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be.

Monitoring, Evaluation and Review of this policy will take place annually as part of the Safeguarding programme.