

Highgate Anti-Bullying Policy

Introduction

The Education Act 2002 (Section 175) mandates all schools to safeguard and promote the welfare of pupils. At Highgate Primary School, we are committed to ensuring that all children feel safe and happy. Bullying is a serious issue, and all adults in school work to prevent it by creating a positive and stimulating environment.

Definition of Bullying

Bullying is defined as repeated behaviour intended to hurt someone emotionally or physically (Several times on purpose). While repetitive attacks are typically classified as bullying, one-off attacks can also have a lasting harmful effect and should be addressed appropriately. Bullying can occur face-to-face, through third parties, or via technology/social media.

Forms of Bullying

- Physical: Kicking, hitting, pushing, taking and damaging belongings, sexual violence, initiation/hazing-type violence.
- Verbal: Name-calling, taunting, mocking, making offensive comments, making threats, sexual harassment.
- Relational: Excluding people from groups, deliberately ignoring, gossiping, spreading rumours.
- Cyber-bullying: Text messages, phone calls, pictures/video clips, emails, chat rooms, social media, aggravated sexting, up skirting.

Actions Taken

At Highgate School, we do not tolerate any form of bullying. Actions will be taken immediately on any reported incident. Both the victim and the bully will be supported.

Procedure for Handling Bullying Allegations

1. An appropriate member of staff (usually the class teacher) will investigate the allegation by talking individually with the children involved as soon as possible.
2. Appropriate actions will be imposed based on the school's Behaviour Policy.
3. The victim will be reassured and offered support.
4. A record of the incident will be kept, and parents of all parties involved will be informed.
5. The Senior Leadership Team (SLT) will be made aware of the incident.
6. If appropriate, parents of the bully will be asked to attend a meeting with the class teacher and a member of the SLT to discuss strategies to prevent further incidents.
7. All staff will keep each other informed of any incidents of bullying.
8. In extreme cases, exclusion of the child will be considered.

Response to Bullying Allegations

All adults in school will respond effectively to allegations of bullying by:

- Ensuring the person being bullied is safe and feels safe.
- Establishing what happened by listening to different perspectives, including those of the victim, the bully, and any witnesses.
- Ensuring the bully knows their actions are wrong, takes responsibility, and makes amends.
- Discussing with the bully why their actions and behaviours are unacceptable.
- Demonstrating to the whole school community that bullying is taken seriously and dealt with appropriately.
- Risk assessments and behaviour plans will be used if required.

Preventive Measures

A whole-school approach to anti-bullying is crucial to prevent bullying. Strategies used at Highgate include:

- Teaching the PSHE curriculum across the school.
- Whole-school assemblies focusing on PSHE themes.
- Trained lunchtime supervisors.
- Creating a positive and respectful environment by all adults in school.
- Recognising Anti-Bullying Week.
- Teaching e-safety as part of the computing and PSHE education curriculums.
- Ask-it baskets in all classrooms.
- Active school council.
- Informing parents of the Anti-Bullying policy and the route to reporting incidents to school.

Legislation and Guidance

This policy is based on the latest guidance and legislation, including:

- Keeping Children Safe in Education (2024)
- Preventing and Tackling Bullying (2017)
- Working Together to Safeguard Children (2023)
- Equality Act 2010

Reviewed January 2025

Frequency of Review Annual

Written by Headteacher