



## High Down Schools

# HIGH DOWN SCHOOLS' FRIENDSHIP AND ANTI-BULLYING POLICY

Signed. *Nolan Field* (Chair of Governors)

Signed..... *A. Lavan*..... (Executive Headteacher)

Date..... *30/09/20*.....

Version	Date	Changes
2	17/06/19	Removal of 'learning committee' reference
3	21/09/20	<ul style="list-style-type: none"> <li>• Updating of <b>dates</b> to September 20</li> <li>• In 'Comparison of bullying behaviour and friendship problems' section Added a comment about Peer on Peer abuse: <b>'Bullying is an aspect of Peer-on-Peer abuse and as such is also closely monitored by the Designated Safeguarding Lead. Please see the Safeguarding Policy for further details.'</b></li> </ul> <p>Also removal of have a behaviour link governor to the responsibility being for <b>all governors</b></p> <ul style="list-style-type: none"> <li>• New section added on <b>Anti-Bullying Ambassadors</b></li> <li>• Altered PHSE to <b>PSHE</b></li> <li>• In 'Monitoring and evaluation section' - noted that allegations of bullying and actions are recorded <b>on CPOMS</b></li> </ul>

**HIGH DOWN SCHOOLS**  
**FRIENDSHIP AND ANTI- BULLYING POLICY**

Reviewed September 20

**Rationale**

We say **"YES"** to friendship and **"NO"** to bullying

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can learn and thrive happily together. Bullying is unacceptable behaviour and can take a number of forms - Emotional, Physical, Verbal, Racist and Cyber.

High Down strives to create a safe environment where children can learn and play, can talk about their worries and feel confident that an adult will listen and offer help. We recognise our duty of care and responsibility to safeguard our children from harm and free from the effects of bullying.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. When bullying has been reported, we will always investigate and respond to alleged incidents. The school will ensure the safety of the child being bullied and improve behaviour from children involved in the bullying.

**Aims**

- To create a happy atmosphere in which both parents and staff work together for the welfare of the children.
- To ensure that everyone is mutually valued and respected regardless of gender, race, sexual orientation, beliefs and ability.
- To encourage children to follow agreed standards of behaviour and our school values in order to develop self-discipline and to take responsibility for their actions.
- To promote positive play and friendship across the school.
- To support children experiencing friendship problems.
- To have a clear school definition of bullying which is shared and understood by all.
- To provide clear procedures for use in cases of bullying.
- To ensure all children are involved each year in a programme of activities making them aware of what bullying is, how they can help and that at High Down we promise we will always treat bullying seriously.

**Comparison of bullying behaviour and friendship problems**

We acknowledge that both friendship problems and bullying behaviour can be upsetting and unpleasant but it is important to distinguish between the two, as the responses to friendship problems may be different to the strategies used to address bullying behaviour.

Friendship problems may be incidents where both children disagree and find it difficult to resolve the disagreement without adult help. It may be repeated behaviour and at times may have been accidental. In these instances, both children usually make an effort to resolve the problem and wish to remain friends. However, we recognise that repeated friendship problems can sometimes lead to bullying behaviour.

Bullying can be:

- Emotional
- Physical
- Racist
- Verbal
- Cyber

Bullying is an aspect of Peer-on-Peer abuse and as such is also closely monitored by the Designated Safeguarding Lead. Please see the Safeguarding Policy for further details.

Friendship and Anti-bullying provision is actively promoted and monitored by the designated SLT member, all staff and governors. Staff are kept up-to date with current practices and resources.

## The school recognises that there can be a difference between conflicts in relationships and bullying

RELATIONAL CONFLICT	BULLYING
Equal power	Imbalance of power
Happens occasionally	Repeated negative action
Accidental or Deliberate	Deliberate
Remorseful	No remorse
Effort to solve problem	No effort to solve problem

### What is cyber bullying?

Cyber bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact.

This could include misuse of:

- Text messaging
- Picture/video-clips/screen shots via mobile phone cameras
- Phone calls
- Emails
- Chat rooms
- Instant messaging (IM)
- Defamatory blogs (web logs)
- There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyber bullying.

E safety sessions are an integral part of our PSHE curriculum and the upper school also have visits from community police to raise awareness of cyber bullying and the age appropriateness of sites and apps.

### Friendship and Anti bullying Guide

All pupils are given a child friendly Friendship and Anti Bullying Guide which is also available on the school website and in the School Journal. This is discussed with class teachers at the beginning of each year and with new arrivals as appropriate.

The key messages are a definition of bullying: **STOP- Several Times On Purpose**

And if you are being bullied: **STOP - Start Telling Other People!**

### Anti-Bullying Ambassadors

We have recruited and trained pupils and staff as anti-bullying ambassadors working alongside our anti-bullying lead Mr Hopkins. Our ambassadors support positive playtimes and provide another opportunity for all children to raise any additional concerns about behaviour.

### PSHE Curriculum

Friendship and Anti-bullying is a crucial part of the PSHE curriculum and will involve: regular sessions related to friendship and bullying, family group work during the year, drama activities presented by pupils or visitors and work on the importance of the role of the 'bystander.' Children are taught to explore some of the ups and downs of relationships, including the positive aspects and benefits of friendships and the negative aspects of relational conflict.

This work will be further supported by the 'Jigsaw' programme in classes across the High Down Schools, Anti-Bullying week and assemblies throughout the year. The School Council is actively involved in providing a forum for friendship and bullying discussions. Pupil voice suggestions have been an integral part of planning resources and leading activities for happy break and lunchtimes.

#### **Procedure for dealing with bullying allegations**

The Headteacher will be consulted when bullying is suspected and where a case of bullying has been identified it will be dealt with as appropriate to the individual circumstances.

#### **Monitoring and Evaluation**

Allegations of bullying and actions are recorded on CPOMS and monitored by the Headteacher to help us look for any patterns and develop practice as a result. The annual parent questionnaire will also provide additional feedback through the behaviour question. Information on patterns and school developments will be shared with the Governing Body.

#### **Useful contacts and additional policy references**

- Advisory Centre for Education (ACE) 020 7354 8321
- Children's Legal Centre 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
- Parentline Plus 0808 800 2222
- Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)
- Child Line 0800 1111
- NSPCC Helpline 0808 800 5000
- Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Anti-Bullying Alliance [www.antibullyingalliance.org](http://www.antibullyingalliance.org)
- High Down Schools Website - Child friendly Friendship and Anti- bullying Policy
  - Behaviour, Rewards and Sanctions Policy
  - Safeguarding Policy
  - E Safety Policy

Signed Chair of Governors.....

Dated.....

