



Anti Bullying Policy



CURRENT

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PERSON RESPONSIBLE – HEADTEACHER

Anti Bullying Policy

At Hillside Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils. Through our curriculum, vigilance and example we aim to achieve an environment where bullying does not thrive and where children and adults learn that bullying is not acceptable.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

We are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment.

This policy is closely linked with the Good Behaviour Policy, Safeguarding Policy, Code of Conduct and On-Line Safety Policy.

What is Bullying?

Bullying is a form of aggressive or intimidating behaviour which is usually hurtful and deliberate. Bullying behaviour can be very subtle; it is persistent and sometimes continues for weeks, months or even years. It is often difficult for those being bullied to defend themselves. Bullying behaviour often shows an abuse of power and a desire to intimidate and dominate. Bullying can take many forms eg physical, emotional, verbal, written, sexual or cyber bullying. Not all victims of bullying are aware that they are being bullied. Pupils with vulnerable characteristics including SEND are at high risk of encountering bullying behaviours.

Types of Bullying Behaviour

- Physical – eg: hitting, kicking; taking or damaging belongings
- Emotional - eg: spreading nasty rumours, excluding someone from social groups, gesturing, coercing into acts of stealing or inciting bullying behaviours against others, emotional distress including racism and homophobic bullying deliberately used to cause upset to a person from a vulnerable group
- Verbal - eg: name-calling, insulting, teasing, racist remarks
- Written – eg: passing notes, defacing work or property, graffiti
- Sexual - eg: lifting skirts or pulling trousers down, inappropriate touching
- Cyber bullying – eg: texts, emails, social media

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to becoming victims of bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities or for whom English is an Additional Language
- Children entitled to Free School Meals
- Children who are or are perceived to be gay, lesbian, bisexual or transgender

Bullying Prevention

Preventing and raising awareness of bullying is essential to keeping incidents in our school to a minimum. Through Anti-Bullying week, assemblies, PSHE lessons as well as general school conduct (Golden Rules), pupils are given regular opportunities to discuss bullying and its affects. Pupils are encouraged to develop their self-esteem, self-awareness and confidence. Pupils are taught to tell an adult in school if they are concerned that they or someone else is being bullied. School council and class council meetings are a forum for more general concerns to be discussed and addressed. Above all, adults in school are expected to know pupils well and to be vigilant for changes in behaviour that may indicate bullying is taking place. All adults are expected to take any incidences of bullying extremely seriously and report immediately to behaviour support workers, class teachers or SLT. Behaviour concerns including incidences of bullying are discussed and addressed fortnightly at pastoral care meetings with Senior Leaders.

Golden Rules

- Be gentle – Do not hurt anybody.
- Be kind, helpful and respectful – Do not hurt people's feelings
- Work hard – Do not waste your own or other's time
- Look after property and our environment – Do not waste or damage things
- Listen to people and follow instructions – Do not interrupt
- Be honest – Do not cover up the truth
- Walk around school sensibly – Do not run or push others

Signs of Bullying

All staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruised, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting
- Emotional: losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why they are unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asks for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy

Responding to Bullying

- All cases of alleged bullying should be reported to Behaviour Support Workers (Judith Chatterton or Sarah Barlow) who will investigate in the first instance to establish the facts and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and witnesses
- If bullying behaviour is suspected this will be brought to the attention of the Head Teacher or member of SLT immediately. Less immediate behavioural issues will be dealt with via pastoral care meetings
- A restorative justice approach will be used bringing the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear of expectations and that a repeat of these behaviours will not be acceptable
- Sanctions for bullying behaviour will be appropriate with guidelines in the Good Behaviour Policy eg Red Cards, Behaviour logs, specified playtime places or times as appropriate to the incident
- The needs of the bully including any underlying vulnerabilities and/or concerns will also be taken into account when deciding upon appropriate actions
- All bullying incidents must be recorded using white incident forms
- Behaviour support workers / school staff will continue to actively monitor pupils following a bullying incident
- Parents of both parties should be informed
- All necessary action should be taken until the bullying has stopped