

HILLSIDE ACADEMY



COMBATING BULLYING POLICY

Updated August 2016

PRINCIPAL: Miss M Walton
ASSISTANT PRINCIPAL: Mrs L Pritchard
Chair of Governors: Mr D Oxley

COMBATING BULLYING POLICY STATEMENT

Rationale

The values and beliefs underlying this Policy may be considered in the context of the following statements

- * All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- * The school recognises the detrimental effect of pupils who may be subjected to bullying and will work actively to minimise the risks.
- * Victims of bullying will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups.
- * The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness.

Definition

Bullying may be defined as “behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual”.

Bullying is the repetitive, intentional hurting of one person by another (s), where the relationship involves an imbalance of power. The **STOP** acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- **Attacking property** – such as damaging, stealing or hiding someone’s possessions.
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.
- **Psychological** – such as deliberately excluding or ignoring people.
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or other personal situation**
- **Related to another vulnerable group of people**

No form of bullying will be tolerated and all incidents will be taken seriously.

Bullying is not:

- * teasing and banter between friends without intention to cause hurt;
- * falling out between friends after a quarrel or disagreement;
- * behaviour that all parties have consented to and enjoy (though watch this one as coercion can be very subtle).'

Aims and Objectives

- * To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form.
- * To establish appropriate means of providing after-care should an incident of bullying occur.
- * To ensure that all pupils and staff are aware of this Policy and fulfil their obligations to it.

Action to Combat Bullying

Among the activities, which the school will establish and maintain in an effort to combat bullying behaviour, are;

- * All members of the school community will use language that is respectful of and kind towards others and that does not perpetuate stereotypes or offend others.
- * Derogatory language will be challenged and recorded by staff.
- * Sanctions against perpetrators
- * Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored, and appropriate after-care delivered.
- * The establishment of a database, kept in the staffroom through which incidents are collated and periodically reviewed and reported in appropriate quarters. Staff are encouraged to record 'causal' derogatory language, for example 'that's so gay', on classroom logs.
- * Communication of the Policy and periodic update, in order to ensure that staff and pupils are continuously aware of the Policy and also of their individual responsibilities.
- * Examination of preventative measures such as alterations to procedures and practices, in an effort to reduce the risks of bullying behaviour occurring.
- * Provide opportunities for current issues with regard to bullying to be discussed on a regular basis. (e.g. class discussions, assemblies).

Individual Responsibilities

It is important that pupils recognise the difficulties, which staff may encounter in ensuring that the purpose and intent of the Bullying Policy can be effectively introduced and enforced. In this regard, pupils are expected to

- * Report all incidents of bullying using the procedures in place.
- * Act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents, which the victim may be afraid to report.
- * Adhere to and promote the aims and objectives of this statement.
- * Refrain at all times from any behaviour, which would constitute bullying of fellow pupils.

Pupils who are being bullied

If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher, Mrs L Stanton or any other teacher.
- Tell a playground buddy who in turn can help them tell a teacher or staff.
- Tell any other adult staff in school – such as lunchtime supervisors, Learning Support Assistants or the school office
- Tell an adult at home
- Report anonymously
- Call Child Line to speak with someone in confidence on 0800 1111

Role of Staff

All school staff, both teaching and non-teaching (for example midday supervisors, caretakers) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. The following staff members are anti-bullying leads: Mrs L Stanton, Mrs L Pritchard.

Role of Parents

Parents have a vital role to play by:

- * Stressing to their children the importance of sociable behaviour.
- * Reporting any misgivings they have concerning either victims or perpetrators of bullying.
- * Actively endorsing and supporting the Bullying Policy.

Evaluation Procedures

In order to assess the effectiveness of this Policy, the following standards will be used as a means of measuring performance.

- * Variations in number of reported incidents over a given period.
- * Individual incident returns, including nil returns, at the end of each half-term for different age groups.

Responsibilities

This policy will be periodically updated and reviewed.

Ultimate responsibility for its introduction and implementation will rest with the Principal. However, it is important to remember that all staff, pupils and parents have an active part to play both in the evolution, development and maintenance of this Policy.

The ultimate aim should be to provide a learning environment free of any threat or fear, thus being conducive to the attainment of individual aspirations.

HILLSIDE ACADEMY SCHOOL

June 2016

Dear Parents/Carers

COMBATING BULLYING

Recently the school governors agreed a policy to combat bullying. Although we do not have many instances of bullying there have been occasions when children and/or parents have reported instances to me. Whenever we receive such reports we always act on them.

However this new policy clearly states what is expected of our children, what the school will do and how you as parents can help. *The key points are:*

- * All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- * The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks.
- * Victims of bullying will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups.
- * The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.

Definition

Bullying may be defined as “behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual”.

Action to Combat Bullying

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are

- * Sanctions against children who are found to be bullying others
- * The establishment of a database, through which incidents are collated and periodically reviewed.
- * Examination of preventative measures such as alterations to procedures and practices, in an effort to reduce the risks of bullying behaviour occurring.
- * Provide opportunities for current issues with regard to bullying to be discussed on a regular basis. (e.g. class discussions, assemblies).

Pupils are expected to:

- * Report all incidents of bullying using the procedures in place.

- * Act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents which the victim may be afraid to report.
- * Refrain at all times from any behaviour which would constitute bullying of fellow pupils.

Role of Parents

You have a vital role to play by:

- * Stressing to your children the importance of sociable behaviour.
- * Reporting any misgivings you have concerning either victims or perpetrators of bullying.
- * Actively endorsing and supporting the Bullying Policy.

Please help us to provide a learning environment for your children that is free of any threat or fear thus allowing all children to achieve standards that they are capable of.

Yours sincerely

M Walton
Principal

D Oxley
(Chair of Governors)