

**Hillside Primary School**



# **Anti-Bullying Policy 2018/19**

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Next review date:      Summer 2019

## Rationale

At Hillside Primary we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively.

It is the role of the school and its staff to ensure that 'as far as is reasonably practicable' structures and procedures are embedded to prevent bullying.

## Aims

- To raise awareness of the nature and impact of bullying
- To promote a consistent approach towards identifying, challenging and responding to bullying
- To promote the understanding that the management of bullying is the responsibility of us all
- To ensure pupils and parents will be supported when bullying is reported.
- To ensure children are aware that any concerns they have about bullying will be dealt with sensitively and effectively

## What Is Bullying?

Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual or group either physically or emotionally.

### 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
Homophobic	name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities
Extortion	demanding money/goods with threats

## **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

At Hillside Primary we recognise all forms of bullying should be taken equally seriously and dealt with appropriately. We understand that bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups.

The school recognises that it must take note of bullying perpetrated outside school which spills over into school. The school will do what is reasonably practicable to eliminate any such bullying.

### **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to school
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- consistently feels ill in the morning
- begins to do poorly in school work
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Procedures for Reporting and Responding**

1. Bullying incidents will be personally reported by a child or parent to the Head teacher, a member of teaching staff or support staff.
2. Discussion on the facts will take place. The victim will be made to feel safe and appropriate advice will be given.
3. The head teacher/ member of teaching staff will speak to all involved to ascertain the facts.
4. Staff will log instances of bullying where they have had to become involved and speak with children, and/parents have raised concerns regarding bullying.
5. In serious cases, and if bullying behaviour continues, parents will be informed and asked to come into a meeting to discuss the problem. If appropriate, a behaviour plan may be written.
6. If necessary and appropriate, the Child Protection Officer in school, Social Care or police will be consulted.
7. An attempt will be made to help the bully change their behaviour. This may include support from 'trained personnel' e.g. mediation/counselling, anger management, external agencies.

## **Actions to be taken to support the victim**

1. Pupils who are bullied will always be offered reassurance and support
2. The situation will continue to be monitored to ensure no repetition.
3. The child will be made aware of the importance of immediate reporting of any further incidents.

## **Sanctions**

1. It will be made clear that their behaviour is unacceptable because of the effect that it is having on the other child.
2. The bully will be asked to genuinely apologise verbally or in writing.
3. Parents will be informed.
4. Sanctions will be set on a case by case basis. These will be agreed by the Senior Leadership Team, in consultation with parents/ carers.
5. In serious cases, suspension or even exclusion will be considered.
6. After the incident / incidents have been investigated and dealt with, each will be monitored to ensure repeated bullying does not take place.

## **Sources of further information support and help**

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. Please see list below.

## **Support Agencies**

- Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)
- Childline – advice and stories from children who have survived bullying 08000 1111
- Bullying on line [www.bullying.co.uk](http://www.bullying.co.uk)
- Parentline Plus – advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)
- Parents Against Bullying

## **Useful sources of information**

- Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)
- Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)
- Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- Know IT All for Parents – a range of resources for primary and secondary schools by
- Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)