



Anti-bullying Policy

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Version:

Policy Reviewed and Adopted by Governing Board: June 2024

Date of Next Review: June 2025

Responsible Officer: Victoria Ward

Statement of intent

Hawes Side Academy considers bullying of any kind is unacceptable. Neither do we accept that it is a phase which children and young people go through, that it is a part of growing up or that it teaches children and young people to stand up for themselves.

Hawes Side Academy wants to uphold a nurturing and caring ethos within the Academy environment where everyone can play, work and express themselves, free from fear of being bullied.

Hawes Side Academy acknowledges however that bullying does happen from time to time, and we will deal with incidents promptly and effectively as possible.

Through the implementation of our policy, we seek to ensure that:

- There is a shared definition and understanding of what constitutes bullying, how we prevent bullying and how we respond to reports of bullying.
- Pupils know how to report actual and perceived bullying incidents and have the confidence to do so.
- Our curriculum equips pupils with strategies to be able to talk about anything that worries them in any areas of their lives.
- Reporting bullying incidents are monitored so that the effectiveness of Hawes Side Academy's anti-bullying work can be evaluated and adapted where necessary.

What is Bullying?

Bullying includes a range of abusive behaviours that is:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen online or face to face.

We recognise that:

- Bullying causes real distress and effects a person's health and development.
- In some instances, bullying can cause significant harm.
- All children and young people, regardless of age, disability, gender assignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- Bullying might be motivated by actual differences between children and young, or perceived differences.
- Bullying may encompass unfavourable or negative comments, gestures or actions directed at someone in relation to a vulnerability.
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.
- Bullying may take place in any location at Hawes Side Academy, including classrooms, corridors, toilets, dining hall and the playground.
- Bullying can also occur on the way to and from school, during educational visits, when children use transportation and through virtual or cyber-bullying.
- The principal is legally empowered to address such incidents and will do so in accordance with this policy.

Hawes Side Academy believes:

Children and young people should never experience abuse of any kind and we have a responsibility to promote the welfare of all children and young people, ensuring their safety and operating in a manner that protects them.

Bullying can have an impact on everyone involved, those who experience bullying are at a higher risk of developing problems, including depression and anxiety, having fewer friendships, experiencing peer rejection, being wary and suspicious of others, facing difficulties in adjusting to school, and achieving less academically.

Children and young people who engage in bullying behaviour are at an increased risk of substance misuse, academic problems, and violent behaviour later in life.

Children and young people who witness bullying behaviour may exhibit similar signs to those who are being bullied. They may become reluctant to go to school, feel frightened, unable to act, and experience guilt for not intervening to help.

What we will do to prevent bullying:

- Adhere to our behaviour policy, which outlines the expected behaviours of all individuals involved in Hawes Side Academy, whether in face-to-face interactions, online and both within and outside of our activities.
- Conduct frequent discussions with all stakeholders concerning bullying and strategies for its prevention.
- Offer support and training to all staff and volunteers to address all forms of bullying.
- Put robust and clear anti-bullying procedures in place.
- Have a robust and up-to date anti-bullying policy in place.
- Articulate what action will be taken by staff if bullying is reported or suspected.
- Cultivate a school ethos that rejects bullying as acceptable, integrating this principle into the Academy's curriculum, PSHE, SRE, assemblies, as well as using posters, signposts and shared information about bullying.
- Foster children and young people's confidence in approaching any staff member if they experience bullying, ensuring they understand that their concerns will be taken seriously, addressed and followed up.
- Thoroughly document and analyse all incidents of bullying, reporting on recurring patterns and maintaining precise records of bullying incidents, including types, locations and times.

Diversity and inclusion:

Hawes Side Academy recognises bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about seeking opportunities to learn about and celebrate differences, increasing diversity within our staff, volunteers, children and young people and welcoming new members to our community.

We plan positive action to identify and support pupils from particularly vulnerable groups. We work with all relevant staff members and provide additional support where necessary. This might include extra supervision at break times, setting up a circle of friends support network, use of the curriculum to develop an understanding of differences, or access to structured interventions to reduce vulnerability.

How to report bullying:

We will take seriously and thoroughly investigate and reports made by anyone, this includes child or young person being bullied, another pupil, a family member or a staff member.

Reports can be made to any member of staff, and they will make sure the most suitable member of staff investigates the report. Additionally, reports can be made to a friend, member of family and asking them to report it to a member of staff. You can send a letter, email or contact the school office. There are also helplines such as the Childline at 0800 1111.

How we will respond to bullying reports:

We are committed to taking all bullying reports seriously. In response, we will investigate using an established procedure consistently, impartially, and promptly for addressing all allegations and incidents.

Throughout the investigation and resolution process, our staff will ensure the protection and support of all children and young people involved. We guarantee that everyone affected will have the opportunity to be heard. We will swiftly take appropriate action to put an end to any bullying behaviour or threats of bullying to ensure we restore a safe, secure environment where children can learn and play freely.

Monitoring and Review

This policy is reviewed every year by the principal and/or DSL and the responsible officer. Any changes to this policy will be communicated to all relevant stakeholders.

The scheduled review date for this policy is June 2025