



Anti-bullying Policy

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Policy Reviewed and Adopted by Governing Board:

Date of Next Review: September 2026

Responsible Officer: Marianne Beckett

Statement of intent

Hawes Side Academy considers bullying of any kind is unacceptable. We do not 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 upholds 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 will deal with incidents promptly and as 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.
- Reported bullying incidents are monitored so that the effectiveness of Hawes Side Academy's anti-bullying work can be evaluated and adapted where necessary.

Linked documentation

This policy operates in conjunction with a variety of school policies, including:

- Child Protection and Safeguarding Policy
- The PHSE Policy
- Equalities and Diversity Policy
- Behaviour Policy

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 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, including classrooms, corridors, toilets, the 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.
- A serious form of bullying can be defined as child-on-child abuse.
- The Principal is legally empowered to address such incidents and will do so in accordance with this policy.

Hawes Side Academy believes

Children should never experience abuse of any kind, and we have a responsibility to promote the welfare of all children, 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 who engage in bullying behaviour are at an increased risk of substance misuse, academic problems, and violent behaviour later in life.

Children 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 at 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 any belief that bullying is acceptable, integrating this principle into the academy's curriculum, PSHE, SRE, assemblies, as well as using posters, signposts and shared information about bullying.
- Foster pupil'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, pupils 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 allegations of bullying seriously and thoroughly investigate reports made by anyone, whether it be made by a 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 or family member asking them to report it to a member of staff. This can be done through a letter, email or by contacting the school office. There are also helplines such as Childline who can be contacted by ringing 0800 1111.

How we will respond to bullying reports

We are committed to taking all allegations of bullying seriously. Throughout the investigation and resolution process, our staff will ensure the protection and support of all pupils 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 maintain a safe and secure environment, where pupils can learn and play freely.

We will promptly investigate all such allegations in a consistent and impartial manner by talking to those involved, as well as anyone who may have witnessed the alleged bullying. We will not make assumptions and will adopt a problem-solving approach, ensuring there is accurate record keeping of both the allegation and the investigation.

Where an investigation determines that bullying has taken place, the academy will work with the pupils involved to develop their understanding and support them. We will plan and work with the pupil(s) who has threatened to or has committed the act(s) of bullying to enable them to understand why their actions are not acceptable. We will also help them to modify their behaviour and understand the impact of their actions. We will use a variety of approaches to do this including reflection, social stories, the curriculum and check ins with key adults and/or the family support worker. Good quality resources will be used to help develop the pupil's understanding through discussions, with material that is relevant to the type of bullying involved, such as racism, gender, SEND, sexual orientation, religion or belief. We will also work to support the victim(s) of bullying, including helping them to manage their emotions and any impact the bullying incident may have had. We will put into place any appropriate support such as guardian angels, friendship groups and check ins with key adults and/or the family support worker. We will continue to monitor the situation for a reasonable period, ensuring that parents are kept informed throughout and we will involve external agencies where it is appropriate.

Where an investigation determines that the incident did not amount to bullying but a pupil perceives that it did, we will develop their understanding of what bullying is through the teaching of the curriculum. We will also repair any friendships or working relationships between the pupils involved through restorative conversations in line with our behaviour policy. We will also consider and use any of the approaches referred to in this policy to help develop the pupil(s) understanding.

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk

- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: "No health without mental health": <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational

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 September 2026