



# Anti Bullying Policy

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**Policy Reviewed and Adopted by  
Governing Body:**

**Date of Next Review: 31<sup>st</sup> August 2021**

**Responsible Officer: M Beckett; Assistant Principal**

## Introduction

Hawes Side Academy is committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our academy.

If bullying does occur, all our pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell our staff.

## Purpose of this policy

The aim of this policy is to ensure

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All teachers, support staff, pupils and parents should know what the academy policy is on bullying, and what they should do if bullying arises.
- As an academy we take bullying seriously. ***Bullying will not be tolerated.***

## Linked Documentation

- Behaviour Policy
- Child Protection Policy
- Complaints Policy

## Roles and Responsibilities

The Principal has ultimate responsibility for the day to day well-being of all pupils.

The Assistant Principal has oversight of the safeguarding and well-being of students and will take a key responsibility in ensuring all academy staff and pupils are aware of this policy and share responsibility for enforcing its principles.

All staff, students, parents and governors must be aware of this policy and share responsibility for enforcing its principles.

## Definitions

### Forms of bullying:

We think the following definition, adapted from one written by the Anti-bullying Alliance, is useful as a definition

Bullying is any behaviour by an individual or group that:

- is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident
- involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

Bullying takes many forms:

Emotional: Being deliberately unkind, shunning or excluding another person from a group deliberately or tormenting them.

Physical: Pushing, scratching, spitting, hitting, biting, taking or damaging belongings, tripping up, punching or using any other sort of violence against another person

Verbal: Name-calling, put-downs, ridicules or using words to attack, threaten or insult. Including prejudice-based bullying related to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

Psychological: Behaviour likely to encourage a sense of fear or anxiety in another person.

Cyber bullying: is when a person or a group of people uses the internet, email, online games or any other kind of digital technology to threaten, tease, upset or humiliate someone else.

### **Signs and symptoms of bullying:**

A child may indicate by signs or behaviour that he or she is being bullied. Parents and adults in the academy should be aware of these possible signs and that they should investigate possible bullying if a child:

- Is frightened of walking to or from academy
- Doesn't want to go on the academy/public bus
- Begs to be driven to academy
- Changes their usual routine
- Is unwilling to go to academy (academy phobic)
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in academy work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or go missing
- Asks for money or starts stealing money ( to pay the bully )
- Has dinner or other monies continually lost
- 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
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

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

Hawes Side Academy will support parents and their children who bring to their attention incidents of bullying outside academy hours which affect their children's self-esteem and learning.

### **What bullying is not**

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying shared above. They are not examples of bullying unless someone is deliberately and repeatedly doing them.

### **Related Procedures**

- Parents/carers should initially raise the bullying concern with their child's teacher so it can be logged and investigated by the teacher in dialogue with other staff
- Academy staff who suspect bullying should log the incident and investigate it.

- Children report bullying incident to staff which staff will follow up on an informal basis with reference to the academy behaviour policy and log the incident if bullying is found.
- A serious case of bullying or repeated bullying reported to staff will be recorded. The children involved will be told the incident is being logged.
- Each incident will be dealt with sensitively.
- After three recorded incidents regarding the same perpetrator, a member of the SLT will deal with the issue. At this stage parents of both the victim and bully will be involved. (Depends on the severity of the incident)
- An attempt will be made to help the bully/ies change their behaviour.
- The academy will make use of outside agencies where appropriate.
- Governors of the academy are kept informed of any instances of bullying as part of the Principals termly report to them.
- Should parents feel that the situation is not improving despite systems being followed then they can raise a complaint in line with the complaints policy.
- It is important to work closely on any such issues and all staff can be easily contacted via the academy office who will set up a meeting should you need it.

#### **Example of a course of action for a parent:**

1. Raise concern with the class teacher giving as much detail as possible.
2. Teacher will investigate the concern and collect information and act on findings and feedback to parent
3. Situation resolved go back to step 1
4. Situation not resolved or repeated instances are highlighted the concern will taken on by a member of the Phase Leaders who will investigate the concern and collect information and act on findings and feedback to parent
5. Situation resolved go back to step 1
6. Situation not resolved or repeated instances have been highlighted with no improvements evident. Make a complaint to the Principal starting at stage 2 of the complaints policy that is available online.

#### **Sanctions**

1. Bullies will be sanctioned in line with the academy behaviour policy
2. In serious cases, internal or external exclusion will be considered.
3. After an incident/s have been investigated and addressed, they will be monitored to ensure repeated bullying does not take place.
4. Inform the perpetrators parents/carers of confirmed incidents of bullying.

#### **Prevention**

- Anti-bullying becomes part of the classroom rules.
- Anti-bullying becomes an established part of the curriculum, using approaches like conflict resolutions, restorative justice, circle time and making use of cross-curricular links.
- All children in academy to be made aware that bullying will not be tolerated.

#### **What our school council would like teachers to do:**

- Listen to the children and take things seriously
- Talk to the bully and try to resolve the problem
- Check-up that the problem is resolved

#### **Confidentiality**

Although we take confidentiality very seriously, we can never promise to keep all of the things that the children share with us private. If at any stage we were concerned about child protection we would follow the academy agreed procedures.

#### **Recording of incidents**

All confirmed incidents are recorded on the academy Management Information System.

The Academy monitors and analyses the data collected with regard to gender, age and ethnic background of all

children involved in bullying incidents. Incidents are reported to the Principal and Governing body regularly.

### **Monitoring and Review**

This policy is monitored by the Principal, who reports to Governors about the effectiveness of the policy on request.

### **Appendices**

N/A