Anti-bullying Policy

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Believe. Belong. Become.

Contents

1. Aims

Bullying is unacceptable at Hillsborough Primary School. The aims of anti-bullying procedures, policies and education at our school are to:

- Develop a school ethos in which bullying is regarded as unacceptable and where everyone has a responsibility to be proactive in ensuring that bullying is challenged and reported.

- Provide a safe and secure environment in which all can learn and work without anxiety, humiliation, harassment, oppression or abuse.

- Respond effectively to any bullying incidents that may occur.

- Ensure all children, parents, staff, governors and others connected with the school are aware of our opposition to bullying and know that appropriate action will be taken if bullying occurs.

- Ensure that everyone takes responsibility for the prevention and elimination of bullying in our school.

2. Statutory Requirements

This policy is based on DfE guidance *"Preventing and Tackling Bullying" (July 2017)* and supporting documents. It also considers the DfE statutory guidance *"Keeping Children Safe in Education" (September 2023).*
The school has read Childnet's *"Cyberbullying: Understand, Prevent and Respond: Guidance for Schools."*

3. Definition

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

Examples include:

- **Physical:** kicking, tripping, pinching, pushing

- **Verbal:** name calling, intimidation

- **Social:** spreading rumours, facial gestures, mimicking, excluding victim

- **Cyber:** abusive texts, emails or social media posts; imitating others online

Bullying is often motivated by prejudice based on:

- Sexuality or gender identity (homophobic)

- SEN and/or disability (disablist)

- Ethnicity, skin colour, language, religious or cultural practices (racist)

- Gender / sexualised remarks (sexist)

- Real or perceived differences—hobbies, family set-up, social behaviour, dress

- Sexual harassment

Further details can be found in KCSIE (September 2019).

4. Links to Other Policies

This policy links with:

- Expectations Policy

- Safeguarding Policy

- SRE Policy

- PSHE Policy

5. Responsibilities

It is the responsibility of:

- **Senior Leadership Team:** communicate this policy, ensure fair and consistent disciplinary measures, identify a named lead.

- **School Governors:** monitor and review policy; receive annual bullying report (Appendix 1).

- **Inclusion Team:** investigate and monitor bullying cases.

- **All staff:** support, uphold and implement this policy.

- **Parents/carers:** support children and work in partnership with school.

- **Pupils:** abide by the policy.

All staff must record bullying incidents on **CPOMS**.

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6. Responding to Bullying

6.1 Dealing with all incidents of bullying reported to the school

- Report immediately to Inclusion Team.

- Log concerns on CPOMS under "bullying"; notify relevant staff.

- Provide support for the person being bullied and involve them in decisions.

- Inclusion Team/SLT interview all parties and complete a *Bullying Incident Log*.

- Inform DSL if safeguarding concerns exist.

- Inform staff and parents/carers as appropriate.

- Implement sanctions and support strategies.

- Involve external agencies if required.

- Investigate off-site or out-of-hours bullying including cyberbullying.

6.2 Supporting Pupils

Support may include:

- Reassurance, continuous support, and immediate opportunity to discuss concerns.

- Encouragement to keep a record of bullying and build resilience.

- Restoring self-esteem and confidence.

- Counselling, parent engagement, agency involvement (e.g., CAMHS).

- Education and guidance about behaviour.

- Removal of online content where appropriate.

- Behaviour sanctions and restricted privileges.

6.3 Supporting Adults

Support includes:

- Opportunity to discuss concerns with DSL, senior staff or Headteacher.

- Guidance on evidence-keeping and resilience strategies.

- Investigation of off-site or online bullying.

- Reporting offensive content.

- Appropriate support and signposting to formal procedures.

- Possible disciplinary or legal action.

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7. Preventing Bullying

7.1 Environment

The school community will:

- Create an inclusive environment based on school values: respect, fairness, care.

- Recognise that anyone can experience or perpetrate bullying.

- Discuss differences between people openly.

- Challenge discriminatory language and behaviour.

- Promote responsible use of technology.

- Work with staff, community and external agencies.

- Provide safe spaces and celebrate achievements.

7.2 Policy and Support

The school will:

- Provide ways for pupils, staff and parents/carers to report concerns.

- Update practice to reflect technological developments.

- Take reasonable action against bullying beyond school premises.

- Implement disciplinary sanctions proportionately.

- Use restorative approaches and other techniques to resolve issues.

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8. Involvement of Pupils

We will:

- Involve pupils in policy writing and decisions.

- Regularly gather pupil views.

- Ensure pupils know how to express worries.

- Ensure pupils understand sanctions for bullying.

- Promote anti-bullying messages.

- Publicise internal and external support.

- Offer support to both bullied pupils and those who bully.

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9. Involvement and Liaison with Parents and Carers

We will:

- Involve parents/carers in developing policies and procedures.

- Share key information on bullying in accessible formats.

- Ensure parents/carers know who to contact.

- Work with parents/carers and community to address issues beyond school.

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10. Online Bullying

Online bullying may involve messaging, social media, gaming platforms or online calls.
Parents and children must report incidents so that staff can carry out reflection and repair work.
Online bullying is treated the same as in-person bullying.
Online safety is taught through ICT lessons, PSHE, and on national Online Safety Day.

11. Monitoring and Review

- The school will regularly monitor and evaluate the application of this policy.

- Identified issues will feed into school action planning.

- All incidents are recorded on CPOMS.

- An annual bullying report (including racism) is produced for Governors.

Appendix 1 – Useful Links and Supporting Organisations

(All content preserved exactly as provided.)

General:

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

- Childline: www.childline.org.uk

- Family Lives: www.familylives.org.uk

- Kidscape: www.kidscape.org.uk

- MindEd: www.minded.org.uk

- NSPCC: www.nspcc.org.uk

- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

- 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

SEND:

- Changing Faces: www.changingfaces.org.uk

- Mencap: www.mencap.org.uk

- Anti-Bullying Alliance SEND cyberbullying guidance (PDF link)

- DfE SEND Code of Practice: www.gov.uk/government/publications/send-code-ofpractice-0-to-25

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

- UKCCIS: www.gov.uk/government/groups/ukcouncil-forchild-internet-safety-ukccis

Race, Religion and Nationality:

- 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

- Tell Mama: www.tellmamauk.org

- Educate Against Hate: www.educateagainsthate.com

- Show Racism the Red Card: www.srtrc.org/educational

LGBT:

- Barnardo's LGBT Hub

- Metro Charity

- EACH: www.eachaction.org.uk

- Proud Trust: www.theproudtrust.org

- Schools Out: www.schools-out.org.uk

- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying:

- EVAW: www.endviolenceagainstwomen.org.uk

- EVAW Schools Guide (PDF)

- Disrespect No Body campaign

- Anti-Bullying Alliance sexual bullying guidance