



Anti-bullying Policy

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Hillside Primary School

Anti-bullying Policy

'Achieving Greatness Together'

At Hillside Primary School, we are committed to safeguarding and promoting the welfare of pupils and expect all staff and volunteers to share this commitment. Hillside Primary School's Anti-bullying Policy outlines what the school will do to prevent, identify and respond to incidents of bullying.

Ethos:

Be Kind

Be Safe

Be Brave

These values are integral to prevent bullying, to support the identification of bullying and to respond to bullying. These values are taught explicitly through whole class teaching, assemblies, circle times and whole school events such as online safety events and mental health awareness events. They are represented, modelled and applied throughout the environment daily.

What is Bullying?

There are many behaviours which are considered bullying; we use three common attributes to define bullying:

1. Intentionally hurtful towards another individual or group.
2. It is repeated over time.
3. It demonstrates an imbalance of power.

The following acronym is used when explaining bullying to children: STOP

S – SEVERAL

T – TIMES

O – ON

P – PURPOSE

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act).
 - Child-on-child abuse

Signs of Bullying

All staff are vigilant in identifying signs of bullying or other safeguarding issues. Some signs of bullying include:

- **Physical:** unexplained physical injury, bedwetting, missing belongings, damaged clothes or schoolwork, loss of appetite, stomach ache and headaches.
- **Emotional:** losing interest in school, withdrawn, secretive, unusual displays of emotions, high level of anxiety, mood swings, tearfulness, lack of confidence and unhappiness, but refuses to explain why.
- **Behavioural:** taking longer to get home, going home for lunch, poor attendance, asking for more money, taking different routes to or from school, losing more items than usual, sudden changes in behaviour and concentration difficulties.

These lists are not exhaustive and could be signs of other concerns.

At Hillside Primary School, no form of bullying will be tolerated, and all incidents will be dealt with seriously.

Preventing and identifying Bullying

Preventing Bullying:

A range of strategies are used within the school community to prevent bullying:

- High expectations are held in relation to behaviour.
- A shared understanding of our school values.
- A clear understanding of bullying and what constitutes bullying.
- Providing opportunities for pupils to develop their social and emotional skills.
- A curriculum which addresses and educates pupils about bullying, discriminatory behaviour and online behaviour.
- Assemblies and PCSO workshops.
- High levels of supervision in learning environments, including the playground.
- An environment where pupils can confidently talk to adults where they have a concern.
- The expectations relating specifically to online safety are delivered in all lessons involving the internet.

Identifying Bullying:

- All staff are expected to read this policy and to work in accordance with this policy.
- All members of staff will report all incidents of concern to the relevant member of staff.
- All perceived incidents of bullying will be thoroughly investigated by members of the senior leadership team.

Responding to incidents of Bullying

Upon the report of perceived bullying, all relevant members of staff will be informed:

- Class Teacher
- Safeguarding Team
- Pastoral Team
- Support Staff
- Headteacher

Following this, a member of SLT will complete a thorough investigation:

- Listen to the victim and the views of the incident with third parties.
- Listen to the alleged bully to get their viewpoint.
- Gain the views of parents.
- Gain the views of teachers and other adults.

If necessary, the member of SLT will implement protective consequences to ensure that the behaviour is not repeated in the immediate future – this could include and is not limited to:

- Changes to timetables.
- Changes to the location of learning.
- Changes to break and lunch time provision.
- Extra supervision.

In all cases, educational consequences will be put in place in collaboration with all adults involved:

- A member of SLT will conference with the perpetrator and explore the impact of their behaviour.
- ELSA support will be used promote and maintain positive social relationships.
- An individual plan following our restorative approach to allow the perpetrator to 'put it right'.

Any victim of bullying will receive one to one support from a member of SLT – this may also include additional support from a member of our pastoral team. Daily monitoring will be carried out by the designated member of SLT for at least a period of four school weeks. Over this time, the SLT will meet and check-in with the pupil daily to ensure that any further incidents are reported and dealt with accordingly. Parents will be phoned weekly for the period of four weeks and their view will be recorded. At the end of this four-week period, all parties involved will be consulted, progress will be reviewed and a decision will be made to continue or to reduce current interventions.

Record Keeping

Record Keeping

- Incidents of bullying, the views of pupils involved, and the actions taken that relate to the incident are recorded.
- The member of staff responsible for logging and maintaining good standards of behaviour will keep a record of all perceived incidents of behaviour. In collaboration with all members of the safeguarding team, all members of the pastoral team and relevant adults will continue to monitor and update relevant records relating to the incident.
- All Incidents relating to prejudice-related incidents will be recorded on the PRI (Prejudice Related Incident Form) and given to the Designated Safeguarding Lead and stored in the DSLs office.
- The Headteacher will report to Governors each term on Bullying Incidents and PRIs in the Headteacher's Report. This enables trends and strategies to be scrutinised.

Expectations:

School:

- Uphold the values of the school.
- Promote an open learning environment where pupils feel confident to report incidents of bullying.
- Gain the pupil's views.
- Gain the views of peers, as appropriate.
- Discuss the concern with the parent to gain their views.
- Discuss with relevant members of staff.
- Review the behavioural records for the pupils involved.
- Feedback regularly to the parents and pupils.

Pupils:

- Tell staff if they suspect they are being bullied.
- Report each incident of concern immediately.
- Tell their families if another child is bullying or intimidating them.
- Tell a member of staff if they see bullying by others.
- If they do not feel confident to speak up, place notes in *anti-bullying boxes* or *worry jars*, (checked daily by antibullying ambassadors -pupils and class teachers).

Parents:

- Be involved in the review of the Anti-bullying Policy.
- Be aware that the school does not tolerate bullying.
- Raise concerns of bullying with their child's class teacher immediately.
- Advise their child to report any incidents of bullying directly to their class teacher.
- Avoid confronting a child suspected of bullying, or their parent/carer directly.
- Inform school of any incidences of bullying outside of school and phone the police (101) to report criminal activity if necessary.

Further Information:

Child-Child Abuse

Staff are aware that children can abuse other children. This type of abuse can take different forms:

- bullying – in-person and online
- sexual violence and sexual harassment
- physical abuse
- emotional abuse
- sexting
- hazing type violence or rituals.

All staff complete training in relation to child-on-child abuse and bullying and know that abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".

- All concerns relating to child-on-child abuse are recorded by staff on *MyConcern*.
- Designated Safeguarding Leads (DSLs) investigate these concerns on a case-by-case basis. They will include pupil perceptions and wishes; parental perceptions and wishes; Teacher's views and Support

Staff views.

Where there is a risk of significant harm and the concern is identified as being child-on-child abuse, the DSLs will liaise with other professionals and implement an individual risk assessment.

Cyber-bullying

Cyber-bullying is defined as:

- Bullying that takes place using electronic technology.
 - all mobile devices,
 - computers and tablets,
 - social media sites,
 - text messages,
 - chat applications
 - websites.

Cyber-bullying is a very serious and different form of bullying which can occur 24 hours a day, 7 days a week which can be delivered anonymously to a wide audience. Pupils are taught how to stay safe online through the curriculum and school events are held to promote online safety and ensure pupils know how to report incidents of cyber-bullying.

No form of Cyber-Bullying is tolerated, and all incidents are dealt with on a case-by-case basis, in line with this policy.

Bullying Outside of School Premises

Teachers have the power to discipline pupils for misbehaving outside of school premises 'to such an extent as is reasonable'. This can include bullying that occurs outside of school premises. In the case of bullying, where it occurs outside of the school premises, the incident will be investigated by a Designated Safeguarding Lead (DSL). Where appropriate incidents will be referred on to other agencies. The DSL will consider whether it is appropriate to inform the police and the Multi-Agency safeguarding Hub (MASH) of the incident and the subsequent action taken by the school. Where the misbehaviour is criminal or may pose a threat to a member of the public, the police will be informed.

Bystander Involvement

Bullying often takes place in front of others (either physically or virtually). Pupils who witness these incidents/behaviours are often referred to as 'bystanders'.

Our school will challenge, address, and monitor any incidents of bullying, to ensure that it does not continue and that all pupils feel supported - this will include any bystanders.

