



Anti- Bullying Policy

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Date of next Review	November 2024
Reviewed by	SLT
Headteacher	Mrs Georgina Delmonte
Chair of Governors	Mr Christopher Speller

This policy has been reviewed; to the best of our knowledge we do not feel it impacts negatively on any specific group or individual within our school community

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Anti-bullying Policy

Introduction

Bullying should never be viewed as an inevitable part of school life or as a necessary part of growing up. Bullying affects everyone, not just the perpetrators and their victims; it can also affect other pupils who can be drawn in by peer group pressure. No member of the Hilldene Primary School community should have to suffer from such unacceptable behaviour at the hands of another.

As a school we are committed to the values of understanding and respect for others. All stakeholders (pupils, parents, teachers, support staff and governors) will work together to create an atmosphere where each individual is cared for and bullying is regarded as unacceptable. If any incidents of bullying do occur, they will be dealt with speedily and efficiently.

What is Bullying?

Bullying is the deliberate hurtful behaviour which is repeated over a period of time. It may take many forms but there are four main types:

Physical	Hitting, kicking, taking or hiding belongings etc.
Verbal	Name calling/insulting. This may be directed towards gender, ethnic origin, religion, physical appearance, physical/social disabilities or personality.
Damage to property or theft	Property may be damaged or stolen. This action may involve physical threats.
Online	Bullying via a mobile phone, device or online (e.g. email, social networks and instant messenger), or using Generative artificial intelligence (AI), See the LGfL School Online Safety Policy for more reference to online bullying.

It should be noted that pupils may use different words to describe bullying behaviour, e.g. “picking on” or “having a go at”.

Aims and Objectives of this Policy

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We believe that all pupils have an absolute right to learn in a supportive, caring and secure environment without fear of being bullied.

Bullying is wrong and damages individuals; we therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim to make sure that all those connected with the school are aware of our opposition to bullying, and are also clear about each person’s responsibilities with regard to the eradication of bullying in our school.

Warning Signs and Symptoms of Bullying

People who suffer from bullying may feel ashamed or afraid to tell anyone about their bad experiences. It is vital therefore that all school staff and parents are aware of the possible signs and symptoms of a victim of bullying

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A child may be being bullied if he or she:

- is frightened or evasive when asked “what’s wrong?”,
- suddenly loses appetite,
- begins to show bullying or aggressive behaviour towards siblings or friends,
- has unexplained cuts/scrapes/bruises,
- begins to perform poorly in school work,
- repeatedly complains of feeling unwell before going to school,
- cries at night or has nightmares,
- threatens to leave home,
- appears nervous,
- appears withdrawn and anxious,
- avoids or tries to avoid going into the playground,
- asks to change school

However it should also be noted that the above signs may be indicators of other difficulties that a pupil may be facing.

If a parent is unsure whether or not their child may be a victim of bullying they are strongly encouraged to speak to an adult in school regarding their concerns.

Actions to Reduce the Risk of Bullying Occurring

- The contents of this policy are shared with all members of staff and pupils and are reviewed regularly.
- Staff training will take place to ensure that all responsibilities laid out in this policy are delivered in an effective and caring manner.
- Every member of the school community is made aware of their individual responsibilities regarding procedures for recording and monitoring incidents.
- Opportunities will be provided, on a regular basis, for staff and pupils to discuss current issues with regard to bullying.
- Records of incidents are kept and used in order to identify the type and number of reported incidents allowing details to be reported to the appropriate body.
- Preventative measures such as the alteration to the school environment, procedures and practices will be considered in an effort to reduce the risks of bullying behaviour occurring.
- If reported incidents indicate required changes to the school environment or policies and procedures these changes will be made.

Bullying Report and Response Procedures

- All bullying incidents should be reported as soon as possible to a member of the Senior Leadership Team.
- All members of school staff will listen to and take seriously any accusations of bullying and the incident recorded on the school’s reporting system (CPOMs) and ensure all relevant members of staff are notified. The accusations will be investigated and the alleged harmer and possible witnesses will be questioned. The harmer will be expected to apologise to the harmed for the hurt they have caused in a way which is appropriate. This may involve a restorative discussion with both parties; this will be facilitated by a member of staff.
- Parents of both the harmed and harmer will be informed.
- The harmer will be expected to reflect on their inappropriate behaviour, and will be provided with support to help them make the necessary changes, including addressing any issues such as low self-esteem etc.
- The pupil who has been bullied and where appropriate the pupil’s family, will be offered support from school staff such as the Learning Mentors and Home School Support Worker.

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The Role of the Pupils

It is important that the pupils recognise the valuable contribution they can make to the positive 'anti bullying' ethos of the school.

Pupils will be taught to:

- Be a good friend
Treat others as you would want to be treated yourself
- Care for each other and report any incident of unkind behaviour or verbal taunts
- Support any pupil who is the recipient of hurtful behaviour
- Speak to a member of staff immediately if you feel that you or anyone else is being bullied or, in KS2, use the worry boxes
- Think before saying unkind words and always be aware of how individual behaviour affects others
- Never touch another pupil in an aggressive manner
- Never deliberately leave another pupil out of a social activity; make an effort to involve everyone
- Speak in an assertive manner to anyone engaging in bullying behaviour.
e.g. "Go away! You are not allowed to do/say such things to me and I am going to tell a grown up."

The Role of Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. All information will be treated with discretion.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.

The Role of Teachers and Other Adults in School

All adults at Hilldene take all forms of bullying seriously, and will intervene to prevent incidents from taking place. If an adult witnesses an act of bullying, they will do all they can to support the pupil who is being harmed. If a pupil is being bullied, the pupil's class teacher, in consultation with a member of the Senior Leadership Team (SLT) will inform the pupil's parents. Staff will ensure that incidents are recorded on the school's reporting system (CPOMs). Staff will also support the harmer and try to get them to identify why they are harming others. This may be in consultation with a Learning Mentor and may be as part of work that is completed over a period of time. It is important that we identify why a pupil is harming others and offer support to them as well as the harmed to ensure future incidents occur.

Teachers attempt to support all pupils in their class and to establish a climate of trust and respect for all. If a pupil wishes to share a sensitive issue with their teacher they are encouraged to do so. The teacher will deal with the issue at the first available opportunity.

By praising, rewarding and celebrating the success of all pupils, we aim to prevent incidents of bullying.

The role of the Headteacher

The Headteacher sets the school climate of mutual support and praise for success, making bullying less likely. When pupils feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Headteacher leads staff in ensuring that all pupils know that bullying is wrong, and that it is unacceptable behaviour in this school.

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. This involves ensuring that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

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The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy each term.

The issue of bullying is regularly discussed as a whole school at regular intervals in class during PSHE lessons, in assembly.

The role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds to all requests from a parent to investigate incidents of bullying. In all cases, the governing body will notify the Headteacher in order for an investigation to be conducted. The Headteacher will report the findings to a representative of the governing body.

Monitoring and Review

The Senior Leadership team monitor the effectiveness of the policy and reports to governors each term. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. The Headteacher reports to governors each term about any incidents of bullying. Governors will review information with regard to gender, ethnicity and age of all children involved in bullying incidents.