

Anti-Bullying Policy

Bullying in any form, by anyone, will not be tolerated at Hillside School. We do not accept any form of behaviour which hurts, threatens or frightens any member of our school community and any reported incident of bullying is taken seriously. The last OFSTED report (April 15) stated:

“Behaviour is good and pupils say they feel very safe. Pupils and parents say bullying is very rare and, if any occurs, it is quickly and effectively dealt with by the school.”

It is important however that the school is not complacent and that it strives to ensure that pupils and parents are confident that everything possible is being done to prevent bullying becoming a serious problem. To this end, the School Council worked with the Headteacher last academic year (16/17) to reword the definition of bullying which underpins this policy.

Definition

The school's definition of bullying is therefore as follows:

When a person/people picks on someone on purpose and does not stop. This includes hurting someone physically by kicking, pushing or punching them, or hurting their feelings by teasing them, calling them names, talking about them behind their back or damaging their property. It is repeated, often over a period of time – remember STOP: it happens Several Times On Purpose - and includes cyberbullying via social media and non-verbal gestures/expressions.

Objective

To create a safe, secure environment for all children, in which bullying is totally unacceptable. To deal with incidents of bullying immediately once reported.

Aims

- The school will seek to raise and maintain awareness of the need to work together to ensure that bullying does not become a problem at Hillside.
- The school will work to create a physical and social environment designed to prevent bullying.
- To ensure all staff are alert for signs of bullying.
- To act decisively if bullying has occurred and make appropriate responses.
- To report, record and monitor all instances of bullying in an agreed whole school format.

Procedures to prevent bullying

- Assemblies will raise awareness of bullying and how to respond to it.
- Promotion of anti-bullying awareness by participation in events such as National Anti-Bullying Week.
- Staff awareness will be raised through staff meetings and training.
- The Personal Social and Health Education curriculum includes regular opportunities for discussion and education about the issues surrounding bullying.
- Children are encouraged to speak out about bullying, whether it is happening to them or they see it happening to others.
- Raising awareness of staff, pupils and parents about the safe use of technology.

Procedure for dealing with bullying

Depending on the seriousness of the bullying, the school will respond in one or more of the following ways:

- Allow 'cooling off' period for pupils if appropriate.
- Talk with the bullies and the bullied individually in confidence. It may then be appropriate to discuss behaviour together.
- If appropriate, allow bullies to hear the feelings of the bullied child. Discuss with bullied and bully what action they feel is fair.
- Ensure that all incidents of bullying are recorded by the Classteacher and that the Headteacher is informed.
- Inform parents of both the bully and the bullied.
- Impose sanctions if appropriate (see behaviour policy).
- Headteacher and Class Teacher will monitor the situation until the problem is resolved to everyone's satisfaction.
- Pupils and Curriculum Committee of Governors to be kept informed of number of bullying incidents.

This policy is intended to be used in conjunction with the schools policies on Equal Opportunities, Teaching and Learning, Behaviour, Personal Social and Health Education and Racial Equality.

Policy Updated: July 2017
Agreed by Governors: 27.9.2017

To be reviewed annually