



# Hadley Wood School

## Anti-bullying Policy

April 2017

### Statement of Intent

Hadley Wood is a 'Values' school where the children are encouraged to be articulate about their emotional well-being and the well-being of others, irrespective of faith, nationality, sexual orientation, gender identity or gender expression. They are expected to take ownership of their own behavior and to support their friends to 'do the right thing'. We are committed to providing a caring, friendly, safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Instances of bullying are very rare, but bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should know who to tell and know that incidents will be dealt with promptly and effectively. The children need to understand that 'standing by' is almost as bad as doing the bullying. This means that *anyone* who knows that bullying is happening is expected to tell an adult.

### What Is Bullying?

'Bullying' is an emotive word. Real bullying can take many forms. The governors, staff, parents and pupils of the school have agreed that bullying is:

- Meant to hurt
- Deliberate and targeted
- Repeated over a period of time

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse  
Mobile threats by text messaging & calls  
Misuse of associated technology , i.e. camera & video facilities

Bullying is **not**:

- Falling out with your friend
- Not getting your own way
- Other children not doing as you say, not playing the game that you want or not playing exclusively with you.

## Why is it Important to Respond to Bullying?

Bullying can be extremely damaging. It can lead to a lasting lack of self-esteem, depression, anxiety and physical harm. Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaving. Our school has a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of the nature of bullying.
- All governors and teaching and non-teaching staff should know the school policy on bullying and follow it when bullying is reported.
- Everyone involved with the school should know that the school will not tolerate bullying and what to do if bullying arises.

## Signs and Symptoms

A child may not want to tell anyone if they are being bullied, but their behaviour might well show that something is not right. Adults should look out for these signs:

- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- feels ill in the morning
- is frightened of walking to or from school
- starts stammering
- cries themselves to sleep at night or has nightmares
- changes their usual routine
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or 'go missing'
- has unexplained cuts or bruises
- asks for money or starts stealing money
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- becomes secretive, especially around internet links
- *and in worst cases*
- attempts or threatens suicide or runs away

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

## Prevention

We will use various methods for helping children to recognise and have the confidence to prevent bullying. As and when appropriate, these may include:

- writing a set of class/school rules
- signing a behaviour contract
- visiting theatre companies leading assembly
- reading stories about bullying or having them read to a class or assembly
- using the curriculum, particularly PSHE, to raise awareness and to have discussions about bullying, why it matters and why 'standing by' is nearly as bad as doing the bullying
- taking part in the national Anti-Bullying Week

## Procedures

1. All incidents of bullying should be reported to staff. Pupils are able to do this confidentially if they wish through the Buddies (yellow T shirt) or Peer Mediators.
2. All reported incidents will be fully investigated to ascertain whether they are a case of bullying or other behaviour issues which can be dealt with through the school's Positive Behaviour policy. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
3. In all cases of bullying, the incidents will be recorded by staff on an 'incident form' which are in the staffroom or on Fronter/staffroom/resources
4. Senior staff will meet with all the children involved to allow the perceived 'victim' of the bullying to explain what has been happening and how that has made them feel and the perceived 'bully' to respond to the allegation or apologise as appropriate. This will give everyone the message that the behavior has been noted and will be monitored and in many cases is sufficient to 're-humanise' the victim in the perpetrator's eyes and cause the bullying to stop. In all cases, parents of both the victim and the bully will be informed and will be asked to attend a meeting, or separate meetings, to discuss the problem.
5. The school will be proactive in supporting the victim and also work with the bully (bullies) to support them in changing their behaviour. This will be closely monitored.

The school will respond to all the pupils involved in a bullying incident by:

- Actively listening
- Offering support and strategies to deal with unwanted behaviours
- Helping the children to take responsibility for their action and to recognise the hurt that they have caused.
- Involving parents
- Involving outside agencies to support the child as appropriate

6. If necessary and appropriate, the police will be consulted. This will be most likely in cases of cyberbullying, where the child is being targeted outside school hours.

7. A record of all incidents will be kept on the Behaviour Record. Senior staff will keep this record under review in case there are patterns of behaviour which need to be addressed.

## Bullying off the School Premises, including cyberbullying

While the school will make every effort to deal with bullying on the school premises and to prevent bullying outside the school gates, we recognise that we cannot be held directly responsible for bullying that takes place off site, by pupils in this school, or by pupils of other schools or on pupil's journey to school. We will encourage pupils to tell us about incidents that happen inside and outside school so that we can:

- alert parents to the fact that children are having unsupervised and inappropriate internet contact
- raise concerns and take steps as appropriate e.g. contact police to alert them to trouble spots, gangs etc;
- alert colleagues in another school whose pupils are bullying off premises or online;
- offer pupils strategies to handle bullying online or otherwise off the school premises.

### **Outcomes**

1. The bully (bullies) will be dealt with according to the severity of the bullying and consequences may take place in line with the school's behaviour policy and with full parental involvement.
2. In serious cases, suspension or even exclusion will be considered in line with the school's Positive Behaviour Policy.
3. The school's expectation is that the children will be reconciled. As a one form entry school we do not have the facility to separate children and we do not believe that this should be necessary. We expect parents to take an adult approach and support the children with this reconciliation.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### **Monitoring**

As part of our monitoring strategy we will:

- Meet with pupils and give them regular opportunities to tell us if the policy is working from their point of view and if the school is responding to incidents.
- Review the effectiveness of the policy with governors at the Curriculum Committee, staff at staff meetings, pupils in circle time and parents through Class Reps and the Parent Survey.

### **Review April 2020**