



The Hessle Academy Anti-Bullying Policy

Effective Date:
November 2016

Date of minuted approval by Governors
17 November 2016

Review Committee:
Board of Directors

Review Date:
November 2018

Owner:
Head of School

1. Rationale

Everybody has the right to be treated with respect.

Bullying hurts and no one deserves to be a victim of bullying.

Bullying of any kind is unacceptable across The Hessle Academy. We all have a responsibility to respond promptly and effectively to deal with any issues of bullying. If bullying does occur, everyone should be confident about reporting incidents, knowing that they will be dealt with promptly and effectively.

This policy should be read in conjunction with other related policies including:

- Behaviour Policy
- Child Protection Policy
- E-Safety Policy

2. Objectives of the Policy

- to have a shared understanding of what bullying is and how it affects lives
- to have an agreed set of strategies to minimise and counter the occurrence of bullying
- to understand how to report and deal with incidents of bullying quickly, consistently and effectively
- to create a safe environment where people feel free to speak out appropriately, work and play without fear and where there is mutual respect and tolerance of each other

3. Consultation

This policy has been drawn up in consultation with students, parents, staff and governors from across The Hessle Academy. The policy is linked to the schools Behaviour Policy and E-Safety Policy.

4. Definition of Bullying

Bullying is the conscious desire to hurt, threaten or frighten someone. It may involve one serious incident, but it is more likely to occur more than once over a period of time.

Bullying can be

- **emotional** leaving someone out, taking or hiding property
- **physical** pushing, kicking, hitting or any use of violence
- **racial** taunts, graffiti, gestures
- **sexual** unwanted physical contact or sexually abusive comments
- **cyber** bullying via messenger, social networking sites and text

- **homophobic** because of/ or focusing on the issue of sexuality
- **verbal** name calling, insults, sarcasm, spreading rumours, teasing, putting people down, writing hurtful things about someone

Not all peer disputes are classed as bullying and the experienced Student Services and Staff teams will collect all relevant information, and where appropriate, statements from students (which may include social media information from mobile devices) before making a decision which will always be communicated to the Executive Headteacher.

5. Signs and Symptoms of Bullying

There are key behaviours that may indicate a learner is being bullied. Adults must be aware of these possible signs and should investigate further if there is:

- absence from school - truanting, unwilling to go to school
- problems with going to school - frightened of walking to or from school
- problems related to school - begins to underachieve, becomes aggressive, disruptive or unreasonable
- indications of physical harm - comes home with clothes torn, has unexplained cuts or bruises, self-harming
- changes in habit or behaviour - becomes withdrawn, anxious or lacking in confidence, eating habits. More aggressive and challenging behaviour
- develop low self-esteem

6. Roles and Responsibilities

The Executive Headteacher will:

- have overall responsibility for the implementation and review of the policy and procedures and for reporting to the Governing Body
- ensure that the policy is publicised within the schools and bringing it to the attention of learners, parents and staff
- exclude a bully from the schools if the bullying is persistent or a serious attack has taken place, which may result in a permanent exclusion in extreme cases

The staff, including teachers and support staff, will

- respond appropriately to all reported incidents of bullying and ensure that the policy and procedures are followed and applied consistently
- keep accurate records of incidents of bullying that have been reported and action taken
- provide appropriate supervision in key areas
- use opportunities to promote positive behaviour strategies
- build good relationships so learners and staff demonstrate mutual respect for each other and learners feel confident about confiding in staff
- support plans put in place to address bullying issues

Parents will

- have access to the Anti-Bullying Policy via the website (www.thehessleacademy.co.uk)
- contact the school if they feel that their child is the victim (or perpetrator) of bullying without fear of 'making things worse'
- meet with school staff to help resolve any bullying issues (both perpetrator and victim)
- have access to Appendix 3 – How to deal with bullying

Learners will

- be made aware of the schools Anti-Bullying Policy and procedures to be followed to deal with incidents of bullying via; assemblies/seminars, displays, workshops, curriculum time, Google Classroom and student handbooks (see Appendix 1 and 2)

- tell a member of staff, friend or parent if they are being bullied or know someone who is being bullied
- talk about what is happening and listen to advice given

The Governing Body will

- establish this policy in consultation with the senior leadership team, staff and parents and keep under regular review

7. Monitoring and Evaluation

EYFS, Key Stages 1 and 2	Key Stages 3, 4 and 5
<p>Monthly: The Head of School will report the number of reported incidents of bullying to the Designated Safeguarding Lead/Child Protection Coordinator or Deputy Designated Safeguarding Lead/Deputy Child Protection Coordinator. This will enable appropriate plans to be put in place and action taken to deal with the alleged issue.</p>	<p>Termly: House Leaders will report all incidents of alleged bullying to the Designated Safeguarding Lead/Child Protection Coordinator or Deputy Designated Safeguarding Lead/Deputy Child Protection Coordinator. This will allow appropriate plans to be put in place and action taken to deal with the alleged issue.</p>
<p>Annually: The anti-bullying working party made up of staff, learners, parents and governors from across the school will meet to review policy and procedures taking into account the views of the Student Council and feedback from student view questionnaires.</p>	
<p>Strategies currently in place for reducing bullying</p>	
<ul style="list-style-type: none"> • a strong restorative community within the school means that any incident of bullying is dealt with promptly through the use of circles and restorative conferences • the circles may include parental and wider community member involvement • serious issues can be referred to our Education Welfare Coordinator for further support • senior pupils act as Heads of Houses and E-Safety Cadets to help provide role models and a secure environment for all pupils • pupils are regularly consulted in class circles and through the student council as to how our anti-bullying procedures are carried out and if they are effective • regular assemblies are held to allow wider discussion and education in this topic 	<ul style="list-style-type: none"> • LIFE - common theme re. relationships throughout programme, complemented by special day input e.g. Personal Safety Day • Youth and Family Support Services • Emotional Wellbeing support • Themed Seminars • Sixth Form mentors • Restorative practice sessions • Extra-curricular programme • Transition arrangements at key points E.g. Y6 - 7, Y11-12 • School Nurse drop in's • Pastoral provision • Supervised lunchtime classrooms • all students in Years 7 and 8 receive taught unit on e-safety and cyber bullying via ICT lessons

Procedures for dealing with incidents of bullying

Each case of bullying is different and will be dealt with on a case by case basis. Based on the individual incident a professional judgement will then be made on the appropriate course of action.

<ul style="list-style-type: none"> • all alleged incidents of bullying must be reported to a member of staff • where incidents are reported, details of what happened will be recorded and referred to the class teacher or a member of senior staff. Further action will be taken in the light of details about the severity or persistence of the incident • in case of peer disputes, the matter will be approached using the principles of restorative practice • in many cases the class teacher will discuss the matter with senior staff, the alleged bully will be informed that he/she is the subject of a formal complaint of bullying • all parties, together with other witnesses, will be given the opportunity to provide information appropriate to the allegations made • parents of both parties will be informed of the outcome of investigations by a phone call and/or a letter, sent home in the post • arrangements for sanctions/support will be put in place as soon as possible • in extreme cases the Executive Headteacher may recommend a permanent exclusion 	<ul style="list-style-type: none"> • all alleged incidents of bullying must be reported to a member of staff • where incidents are reported, details of what happened will be recorded and referred to the House Leader who will discuss with CPC or Deputy CPC. Further action will be taken in the light of details about the severity or persistence of the incident • in all cases the House Leader will discuss the matter with senior staff that may include the Executive Headteacher • the alleged perpetrator(s) will be informed that they are the subject of a formal complaint of bullying. • all parties together with other witnesses will be given the opportunity to provide information appropriate to the allegations made • parents of both parties will be informed of the outcome of investigations by a phone call and/or a letter, sent home in the post • arrangements for sanctions/support including Restorative practice will be put in place as soon as possible. This could also include a verbal warning, written warning or fixed term exclusion. In extreme cases the Executive Headteacher may recommend a permanent exclusion
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Longer term anti-bullying strategies

- the school will include new anti-bullying strategies in the staff training programme for all staff and specifically for key student services or wellbeing staff
- the school will respond positively to advice/support provided by outside agencies and take full advantage of inset opportunities provided
- the school will continue to involve all members of the school community in formulating developments in the area of anti-bullying strategies and policy review including advising parents how they can help their child (Appendix 3)
- the school will continue to train all staff in restorative practice in order to be more proactive in supporting better relationships between students
- the school will provide an e-mail facility (staysafe@hessleacademy.com) for students at Hessle High School and Sixth Form College to report bullying incidents and pass on information to key staff
- the Anti-Bullying working party will meet annually to discuss and implement new and appropriate strategies for dealing with Bullying

APPENDIX 1
EYFS, Key Stages 1 and 2



PHYSICAL



VERBAL



EMOTIONAL



CYBER

IS SOMEONE BULLYING ME?

WAS IT AN ACCIDENT?

NO

YES

**DOES IT HAPPEN
ALL THE TIME?**

**DID THEY SAY
SORRY?**

YES

NO

YES

NO

**THIS
COULD BE
BULLYING!**

**YOU NEED
TO TELL
SOMEONE!**

**THIS IS
SILLY
BEHAVIOUR
TALK TO A
TEACHER**

**YOU ARE
FRIENDS
AGAIN**

**TALK TO
A TEACHER**

THIS WAS NOT BULLYING

APPENDIX 2

Information for Students

Website and Student Handbooks - Hessle High School and Sixth Form College)

1. Dealing with Bullying

In all schools bullying does take place and must be taken seriously

- bullying is destructive. It can interfere with your learning and enjoyment of school
- the bullying can happen to anyone and affects students, parents and teachers
- bullying can be by one person or many people
- bullying happens until it is stopped so we all have a responsibility to do something about it

2. What Is Bullying?

It is the conscious desire to hurt, threaten or frighten someone. It may involve one serious incident but it is more likely to occur more than once over a period of time. Not all peer disputes are classed as bullying and the experienced Student Services and Staff teams will collect all relevant information, and where appropriate statements from students (which may include social media information from mobile devices) before making a decision which will always be communicated to the Executive Headteacher

It can include

- name calling and cruel nicknames
- writing untruthful things about someone including the use of social media
- deliberately leaving someone out
- spreading rumours
- being unfriendly
- physical violence-being hit, pushed, pulled, pinched or kicked
- taking or hiding property
- isolating someone
- making people feel frightened
- insults
- putting people down

It can happen

- in the classroom
- in the corridor
- in the playground
- on buses
- outside of school
- via mobile phones
- via the internet

3. Why Do People Bully?

- to pretend they are tough
- to try to get others to like them
- to hide their own fears and unhappiness
- because they have been bullied themselves

4. How Can You Stop Bullying?

- tell a teacher or member of staff, a friend, a mentor or parent - as we all have a responsibility to help to stop the bullying carrying on and making some people miserable
- inform school staff by using staysafe@hessleacademy.com
- talk about what is happening and listen to advice given - we can change behaviour and make things better

5. Why should i tell if there is bullying?

If you do not tell someone

- the bullying carries on and gets worse
- the bully could bully other people
- the bully and victim would not get help

What will the school do?

- listen - mentors and staff are available to talk to you about your concerns
- investigate what has happened
- talk and counsel all the students concerned
- take appropriate action
- inform parents
- exclude a bully from school if the bullying continues
- a restorative practice approach may be offered
- where appropriate the school may refer the matter to the police
- where appropriate a child protection referral may be made
- make a referral to the Learning Centre or an outside agency

APPENDIX 3

How can parents help?

If your child is being bullied

- talk to your child about their experience, listen to their thoughts/feelings and encourage them to ask for help when necessary
- regularly check with your child on how things are going at school and give lots of praise when he/she is cooperative or kind to others
- look for unusual behaviour, eg not wanting to go to school, not completing work to the usual standard
- contact the class teacher (PPS) or House Leader (HHS) immediately (and persist in reporting any further incidents if they occur) if you feel that your child is the victim of bullying without fear of 'making things worse'
- work with the school to resolve any issues that are preventing your child from learning and socialising confidently and successfully

If your child is bullying

- remember children sometimes bully others because they don't know that it is wrong. They may be copying the behaviour of others in the family
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want. Show how they can join in with other children without bullying
- talk to your child and explain that the way they are behaving is wrong and makes others feel unhappy
- ensure that your child does not leave the home harbouring ill feeling towards other children
- contact your child's class teacher (Penshurst Primary) or House Leader (Hessle High) and explain the problems your child is experiencing. Discuss how to deal with the bullying.