

HILL VIEW SCHOOL ANTI-BULLYING POLICY

Adopted June 2010, Updated November 2014, Updated February 2017

At Hill View School, bullying is unacceptable and will not be tolerated. It is an anti-social behaviour that affects everyone and we will work together to keep everyone safe. Every child and adult in our community has the right to learn and work in a supportive, caring and safe environment without fear.

Bullying is defined as deliberately hurtful behaviour, where it is difficult for those being bullied to defend themselves.

The main types of bullying are:

- Physical (eg hitting, kicking, theft)*
- Verbal (eg name calling, racist, transphobic homophobic , biphobic, sexist, sexual remarks)*
- Indirect (eg spreading rumours, social exclusion)*
- Cyber mobile, social media and email*

Ready access to the internet and mobile phones has resulted in increased cases of cyber bullying/ebullying. Children at Hill View School are educated about this type of bullying, how to prevent it and how damaging it can be through computing lessons, PSHE and assemblies. (See Online Safety Policy). Where necessary, the school will exercise its right to take action against perpetrators of cyber bullying even though it occurs outside of the school day. The law empowers "Headteachers, to such extent as is reasonable, to regulate the behaviour of pupils when they are off school site (which is particularly pertinent to regulating cyberbullying)" Section 89(5) Education and Inspections Act 2006. It also covers the journey to and from school.

AIMS

This policy aims to:

- help develop a school ethos where bullying is regarded as unacceptable;*
- help create a safe and secure environment where all children and adults can work and learn without fear or anxiety;*
- support a consistent response to any occurrence of bullying;*
- make the whole Hill View School community aware of the need to eradicate bullying;*
- make clear each person's responsibilities with regard to preventing and dealing with bullying; and*
- recognise that cyber bullying/ebullying is becoming an increasing, unacceptable issue.*

IDENTIFICATION

Pupils who are experiencing bullying may:

- tell an adult about their experience;*

- show changes in their behaviour, such as:
 - becoming unusually shy or nervous;
 - feigning illness;
 - being frequently absent;
 - clinging to adults;
 - lack concentration; and
 - showing aggressive behaviour towards others.

Hill View School recognises that some groups of children may be more vulnerable to bullying. For example those who:

- are disabled or have special educational needs;
- have difficult home lives;
- live in some degree of poverty;
- live away from home;
- have transient life styles;
- are from a different race, ethnicity, religion or sexual orientation; or
- do not have English as a first language.

Care and consideration will be given to all children who report, or show any signs of, bullying but particular attention will be given to those who may be more vulnerable, as detailed above.

PREVENTION

PSHE lessons, British Values lessons, Anti-bullying week, anti-bullying assemblies, Internet safety day and internet safety lessons, Staying Safe online, assemblies, E-safety policy, Gooseberry Planet, Golden Rules

ROLES & RESPONSIBILITIES

The Governing body:

- is responsible for ensuring the implementation of this policy;
- support the Headteacher in efforts to eliminate bullying from Hill View School;
- will monitor incidences of bullying;
- will review this policy annually;
- will report to the Headteacher any incidences of bullying they may be made aware of (unless these involve the Headteacher - see the Complaints and Allegations Policy)

The Headteacher, with support of the Senior Leadership Team:

- will ensure the implementation of this policy;
- will ensure all staff and volunteers are aware of what is expected of them with regards to bullying at Hill View School;
- will ensure that all children know what constitutes bullying and that it is wrong and not tolerated at Hill View School;
- will monitor and analyse CPOM's to identify issues that could be bullying or could lead to bullying;
- will collect records of incidences of bullying and take appropriate action;

- will use assembly times to discourage bullying and raise awareness of how to handle situations to prevent bullying; and
- will promote the open, caring and supportive ethos of the school to help minimise cases of bullying.

The Staff (both paid and unpaid):

- will take all complaints about bullying seriously;
- will intervene to prevent situations escalating into cases of bullying;
- will record in CPOM's and report all incidences of bullying to the Headteacher;
- will offer counselling and support to children who are victims of bullying;
- will offer counselling and support to any child who has carried out any bullying to help prevent any further occurrence;
- will work to help the children be proactive in the handling of bullying, encouraging supported communication between all parties;
- will teach children across the curriculum about bullying and how to prevent it;
- will respect each individual in their care and look for ways to encourage positive interactions with all others; and
- will promote an atmosphere of trust and respect for all.

CHILDRENS ROLE

Children to tell parents/carers, class teacher, teacher assistant, SLT, school support and lunchtime supervisors if they feel an incidence has occurred that makes them feel worried, unsafe or uncomfortable.

Children who witness negative behaviour must either support the child to report the incident or report the incident themselves.

Information for children regarding our anti-bullying policy will be available on the school website.

PARENTS/CARERS ROLE

If a parent has a concern about any negative behaviour toward their child or children in the school they should first speak to the child's class teacher, email or phone school office. If there is still a concern, then the parent/carer should speak to a member of the school leadership team (SLT). Information for parents regarding our anti-bullying policy will be available on the school website.

PROCEDURE

If an instance of bullying is reported or comes to light:

- it will be taken seriously;
- it will be recorded on Sims;
- it will be investigated fully;
- parents will be informed (if they do not already know);
- parents and children concerned will be kept informed of the progress of any investigation;
- those involved will be encouraged and supported, as part of our Restorative Justice, to work together to decide what course of action should be taken and how the situation can be resolved and prevented;

- severe cases may result in consideration of disciplinary procedures including temporary or permanent exclusion; and
- any unsatisfied parties can turn to the school's Complaints and Allegations Policy if they do not feel the situation has been dealt with acceptably.

This policy supports and complements Hill View's Safeguarding policy to ensure the school takes all necessary steps to protect the welfare of all children in our care.

A copy of this policy is included in Hill View School's Safeguarding Portfolio which is held in the staff room, a hard copy is available on request from the school office and it can be viewed at any time through the school website. www.hillview-school.co.uk