

Anti-Bullying Policy

Policy Number: HBS027

Trustee Committee: Pastoral

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Policy Review

This policy will be reviewed in full by the Board of Trustees every two years.

The policy was last reviewed and agreed by the Board of Trustees on 02nd July 2024
It is due for review in 24 months from the above date.

Signature _____

Date _____

Headteacher

Signature _____

Date _____

Chair of Board of Trustees

In this document, the term 'bully' is taken to include both individuals and groups.

1. Introduction

The vast majority of members of our school community are friendly and considerate but, from time to time, incidents of bullying do occur. The School's aim is to work towards an environment in which no bullying takes place and to reinforce the view that bullying in any form is unacceptable. If bullying is detected then those who are bullied will be supported; those who bully others will receive an appropriate combination of counselling and punishment.

2. What bullying is

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. It is not restricted to an action of a pupil against another pupil and it can be perpetrated by or against anyone in the School community

3. Examples of bullying might be:

An older or stronger child bullying a younger or weaker one.

A group of pupils bullying a single child.

The systematic victimisation of a pupil or deliberate/casual mistreatment. In some cases the victim will be known to the bully but not always.

Such victimization or mistreatment may take the form of

- name-calling
- teasing of a malicious nature
- insulting of the pupil or members of his family
- spreading false rumours
- ridiculing of the pupil in any way
 - cyber-bullying i.e. using technology such as social media sites, mobile phones or gaming sites
 - homophobic bullying i.e. behaving or speaking in a way that makes someone feel bullied because of their actual or perceived sexuality
- alienation or isolation of the pupil
- extortion of money or property
- damaging, destroying or taking away the victim's property
- acts of aggression or physical abuse on whatever scale
- other malicious acts
- inciting of others to indulge in any of the above
- standing by and doing nothing whilst knowing that any of the above is happening or has happened
- other threats.

Bullying does not have to occur on School premises for it to be covered by this Policy and any reported incidents of bullying which occur off the School's premises will be investigated and dealt with in exactly the same way as any incident that occurs on School premises.

The School is vigilant to any bullying of those due to their protected characteristics.

4. The School's attitude towards bullying

The School will not accept bullying of any kind.

Pupils and their parents are encouraged to report all allegations of bullying to the School. Normally this would be by phone or email to the Form Tutor.

All those who work at or are taught at the School are to be treated with dignity and respect at all times.

Any incidents of bullying will be treated as an extremely serious infringement of School policy and they will be met with severe disciplinary action. A serious incident of bullying may lead to those pupils involved being suspended for a fixed period or excluded permanently.

Procedures for dealing with bullying

- Pupils who have been bullied (or think they might be being bullied) should report this to their Form Tutor or Head of Year, with assistance as required from a parent, fellow pupil, or another member of staff;
- Parents who have any concerns about bullying should contact the relevant Form Tutor or Year Head in the first instance;
- When an incident of bullying is reported or discovered it will be dealt with immediately by a senior member of staff or Year Head in conjunction with the Form Tutor. The alleged victim will be treated sympathetically at all times;
- The School will promote the safety and security of the individual pupils involved. There are various strategies that may be employed when a case of bullying is reported and these will depend on the nature and seriousness of the bullying and the particular circumstances of each instance.
- The parents of an alleged victim will be contacted by the Year Head and, where appropriate, a meeting arranged; A serious incident of bullying may lead to those involved being suspended from school for a fixed period or excluded permanently.
- Where a pattern of bad behaviour has emerged then the exclusion may be permanent.
- In all cases the parents of a pupil accused of bullying will be required to discuss the matter and to undertake to support the School's strong line on bullying;
- The School will also consider the motivations behind bullying behaviour and whether the pupil engaging in bullying may need additional support themselves.
- Whatever decisions are taken, the School will continue to monitor the situation and offer on-going support to the victim (and the perpetrator, if needed), for example with support from external agencies.
- Where appropriate, the School will consider if there is a need to report the bullying as a safeguarding or criminal law issue.

7. Building on experience

The School will continue to seek strategies for preventing bullying in its community both through positive teaching and, where necessary, through firm use of the system of sanctions. The School will attempt to learn lessons from other quarters where effective strategies have been found.