

Anti-bullying Policy – appendix

Hillocks Primary Academy

September 2024

Contents

1	Policy Appendix Statement	3
2	Purpose and Intent.....	3
3	Definitions of bullying	4
4	Roles and Responsibilities	4
5	Strategies for dealing with bullying including cyberbullying	6
6	Strategies to identify and prevent bullying	7
7	Responding to bullying procedures	8
8	Reporting and recording bullying procedures	8
9	Support.....	9
10	Education and training.....	10

1 Policy Appendix Statement

Vision, mission, and values

To achieve and maintain outstanding safeguarding practice, Hillocks Primary Academy is committed to pupil wellbeing through:

Communicating our vision:

To inspire. To raise aspirations. To create brighter tomorrows.

Our mission:

We nurture curiosity, develop wellbeing and empower children and young people to go beyond their aspirations. Together, we make a difference in our diverse communities and in the lives of those who learn with us and work with us.

Articulating our values

We empower. We respect. We care.

At Hillocks Primary Academy, staff, governors, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

2 Purpose and Intent

This policy appendix adheres to the Diverse Academies [Anti-bullying Policy](#) and to the latest guidance found in [Preventing and Tackling Bullying \(DfE 2017\)](#).

- To effectively tackle and prevent bullying
- Encourage a positive and caring ethos between adults and children where all feel safe to report any incidents of bullying, knowing they will be taken seriously and that issues dealt with appropriately
- Ensure all members of the academy community are clear about their responsibilities with regard to the eradication of bullying in our school
- Have a consistent approach to bullying throughout the academy making clear that it is unacceptable in any form
- We ensure we always safeguard and promote the welfare of pupils.

3 Definitions of bullying

- Bullying is behaviour by an individual or group, repeated over time that intentionally hurts another individual either physically or emotionally (DfE 'Preventing and Tackling Bullying' July 2017)
- Bullying can include name calling, taunting, mocking, making offensive comments, hitting, kicking, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours
- This includes the same unacceptable behaviours expressed online
- Bullying can be a form of peer-on-peer abuse; it can cause severe and adverse effects on children's emotional development
- Bullying is not having a single argument or fight with someone. It isn't saying something bad to someone once when you are angry. Bullying goes on deliberately over a period of time: 'several times on purpose'

Types of bullying include (but are not limited to)

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (special educational needs)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Online or cyberbullying

4 Roles and Responsibilities

- The day-to-day responsibility for delivering the [Diverse Academies Anti-bullying Policy](#) and the Academy Anti-bullying Appendix lies with the Principal
- All staff to support, uphold and implement this policy
- Parents and carers to support their children and work in partnership with the academy

The Local Academy Committee

The Local Academy Committee regularly review incidents of bullying and challenge and reviews the academy policy and procedures in line with the [Diverse Academies Anti-bullying Policy](#)

At Hillocks Primary Academy, all staff have a duty to ensure that we have a healthy and safe environment.

- Staff build a culture of healthy relationships, where children feel safe and confident to pass on their worries to a trusted adult.
- Recognise that some members of our community may be more vulnerable to bullying and its impact than others
- Have a commitment to intervention by identifying bullying behaviour promptly and appropriately
- Require all members of the academy to work to uphold the anti-bullying policy
- Communicate clearly with parents and carers regarding concerns about bullying and respond promptly to complaints.
- We weave our messages of tackling bullying through the curriculum to ensure that children know the strategies that they can use to report any concerns.
- Staff are clear how they log and report incidents and pass their concerns to the Senior Leadership Team.

Pupils:

At Hillocks, we value the voice of our young children. We will:

- Regularly canvas children and young people's views on the extent and nature of bullying and build this as part of curriculum offer
- Ensure that all pupils know how to express worries and anxieties about bullying through our PSHE programme and using safe spaces around school with adults
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools and embed messages in the wider academy curriculum through specific collapsed curriculum days and charity awareness.
- Publicise the details of helplines and websites
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have

Parents/carers

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats, such as sharing information on the Weduc the academy's communication platform
- Ensure that all parents/carers know who to contact if they are worried about bullying

- Ensure all parents/carers know about our complaints procedure and how to use it effectively
- Ensure all parents/carers know where to access independent advice about bullying
- Work with all parents/carers and the local community to address issues beyond the academy gates that give rise to bullying
- Ensure that parents work with the academy to role model positive behaviour for pupils, both on and offline

5 Strategies for dealing with bullying including cyberbullying

Hillocks Primary Academy has a specific [Online Safety Policy Academy Appendix](#)

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as people who bully are often victims too.

- Discussions of the perceived problem with all those involved, individually.
- Once evidence has been gathered and the facts established staff will have separate discussions with parents/carers of all those involved
- Sanctions may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s)
- Continued monitoring of the situation by observing at playtimes/lunchtimes and having discussions with all those involved to ensure no repetition

In addition, when responding to cyberbullying concerns, the Academy will:

- consider confiscation and a search of pupil's electronic devices such as mobile phones in accordance with the law, specifically section 15 of the DfE searching screening and confiscation at school – January 2018
- Request the deletion of locally held content and content posted on line if the contravene the behaviour policy
- Inform the Police if a criminal offence has been committed

6 Strategies to identify and prevent bullying

- Create a supportive and inclusive environment which promotes a culture of mutual respect, consideration and care for others
- Recognise that bullying can be perpetrated or experienced by any member of the community
- Openly discuss differences between people that could motivate bullying
- All staff watch for early signs of distress in pupils
- Regular discussions in classrooms encouraging children to talk about their feelings and worries
- Challenge practice and language which does not uphold the values of kindness and respect
- Connect with the wider community and local/national organisations when appropriate, to provide further or specialist advice and guidance e.g. Early Help, Specialist Children's Services, Childline or support through Child and Adolescent Mental Health Services (CAMHS)
- Encourage parents / carers to take responsibility for their child's internet usage
- Provide information to staff and pupils regarding steps they can take to protect themselves online
- Work with the local community to address issues beyond the Academy gates that gives rise to bullying
- Encourage parents / carers to contact the class teacher with any concerns around bullying

We have a whole academy approach to identifying and dealing with bullying.

It is based on STOP 1 and STOP 2:

STOP 1 means several times on purpose

STOP 2 means start telling other people

Posters are displayed in classrooms.

7 Responding to bullying procedures

Our academy will reflect on and review our protocols and procedures regarding incidents of bullying at regular intervals, to ensure that any problems have been resolved in the long term. Pupils should initially report bullying to their class teacher or a trusted adult.

In response to an incident, the academy will take appropriate action.

- Parents or guardians should report their initial concerns about possible bullying to their child's teacher. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to the Principal and/or designated behaviour lead
- The Principal/designated behaviour lead, will interview all concerned and will record the incident
- Class Teacher will be kept informed
- When responding to cyberbullying concerns, the academy will take all available steps to identify the bully, including looking at the academy systems, identifying and interviewing possible witnesses and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user
- Where the bullying takes place outside of the academy site, then the academy will ensure that the concern is investigated, and that appropriate action is taken in accordance with the academy's behaviour policy
- Parents/Carers will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, the police or other local services will be consulted
- Visitors or bystanders should report bullying at the academy's main reception and it will be passed on to the appropriate member of staff and the incident will be dealt with, using the same protocols

8 Reporting and recording bullying procedures

Anti-bullying personnel/key contacts:

1 Local Academy Committee Link Governor – Michelle Barksby – mbarksby@gov.diverse.ac.org.uk

2 Principal – Claire Gledhill - cgledhill@hillocksprimary-ac.org.uk

3 Assistant Principal/Behaviour Lead – Rebecca Houghton - rthoughton@hillocksprimary-ac.org.uk

4 Mental Health Lead – Suzy Meeson – smeeson@hillocksprimary-ac.org.uk

5 Academy Counselling / ELSA staff - Suzy Meeson – smeeson@hillocksprimary-ac.org.uk

6 Online Safety Lead – Ben Anderson - banderson@hillocksprimary-ac.org.uk

Obligatory action	Practice/procedure / actions that are specific to Hillocks Primary Academy
Behaviour Lead/ DSL informed – determination of case. Is it bullying?	Teachers and staff members may also be involved in this process.
Statements taken from alleged victim, perpetrator, and witnesses. Ensuring immediate safe space for alleged victim(s).	Statements should be standardised, signed, and dated and reflect objectively what has occurred.
Parents/ carers of all parties informed at the appropriate opportunity.	The medium of communication may be verbal / phone or Weduc if needed for communication/translation.
Full recording of incident logged on My Concern – same day. Log using bullying log.	This may be by the originator (witness) or a member of the wider DSL/DDSL team
Follow up meetings arranged with parents/ carers where appropriate.	There may be instances where meetings raise the need for broader interventions such as 'Early Help' etc
Potential PCSO involvement in serious cases or as an ongoing intervention for individuals/groups.	There may be cases where the seriousness merits police involvement or where parents/ carers have made that contact themselves
Specific and compulsory, intervention work with the perpetrator(s)	e.g., anger management; empathy programme; behaviour contract; use of 'Peer Mentors'; restorative justice

9 Support

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- Reassuring the pupil and providing continuous support
- Restoring self-esteem and confidence
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child

- Providing appropriate education and support from the class teacher and pastoral team
- Sanctioning in line with the [Academy Behaviour Appendix](#) This may include official warnings, reflections, internal exclusions, fixed-term and permanent exclusions.
- Speaking with police or local services

The Academy recognises the bullying of staff by pupils, parents or other members of staff is unacceptable. Employees who have been bullied or affected will supported by the academy.

Any adults who experience any intimidating behaviour by other adults for example when bringing their children to school, will always be supported. Any incidents should be reported to the Principal or Assistant Principal.

10 Education and training

Hillocks Primary Academy will provide opportunities to:

- Train all staff to identify all forms of bullying and appropriate action, following the respective Academy policy and procedures
- Update staff on the latest research and publications around all forms of bullying and exploitation
- Consider a range of approaches for addressing bullying through the curriculum
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11 Communication with parents and carers (including complaints procedure)

If parents/carers or guardians are worried about bullying, they should contact the named academy leads or the child's class teacher.

A copy of the Diverse Academies Concerns and Complaints Policy will be shared.

12 Monitoring

The academy Local Academy Committee Member with responsibility for anti-bullying will work with the designated staff member to report on specific academy bullying issues, via appropriate forums including, Local Academy Committee meetings.

13 Review of the policy appendix

Principal - Claire Gledhill

Autumn Term 2024