



Anti-Bullying Policy

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| Version | |
| Review Date | |



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Policy Overview

Hillel Park School is an inclusive school based on Christian ethos and values. At Hillel Park School we have a strong commitment towards working in positive partnership with the whole school community. A school is a busy place where there are many interactions between pupils, parents, carers, and staff as part of the everyday life of the school. We have an ethos of respecting the rights of all members of the school community.

Our Values - Faith. Love. Service. Resilience.

We understand the impact these qualities have on inspiring our students to become faith-filled, kind young men and women, who can thrive and adapt to our ever-changing world, despite the challenges.

Objectives and Compliance

Should any interested party be unclear on the policy and how it impacts their role, they should contact the Head Teacher.

Order of Precedence

This document upon approval supersedes all previously drafted documents.



Policy Statements

1. Governance

- 1.1 We are committed to creating a safe and welcoming environment for all our pupils. Any form of bullying or harassment will not be tolerated. We want pupils and parents to know that if bullying occurs it will be dealt with promptly, effectively, and thoroughly.
- 1.2 Hillel Park School takes bullying and any allegation of bullying very seriously. We aim to provide a safe environment for all our pupils to develop as the future generations of leaders: bullying or any form of discrimination will not be tolerated or ignored.

Training and staff support

- 1.3 All staff have anti-bullying (including cyber-bullying) training as part of their induction programme and made to read the policy as well as any subsequent updates as and when applicable.
- 1.4 Staff are expected to promote an anti-bullying culture both in the community and whilst at the school. Throughout the academic year teachers and staff will also engage in additional training and access additional resources to further promote an anti-bullying culture in the class, wider school and community. This will also include employing safeguarding protocols as applicable.

Support for parents/carers and pupils

- 1.5 We have an Anti-Bullying Charter around the school with advice for children, bystanders and those that engage in bullying others
- 1.6 We aim to recognise bullying and teach all our pupils to report it. We aim to support all our pupils in reporting and avoiding it with preventive measures and to protect those who stand up to bullying by reporting it.
- 1.7 We teach each of our pupils that the effects of bullying are to be taken seriously. We believe that:
 - Everyone has the right to feel welcome, secure, and happy
 - Everyone has the right to be treated with consideration
 - Bullying must be dealt with quickly and effectively
 - Telling someone is the best thing to do
 - Bullying, verbal or physical violence and discrimination are **ALL unacceptable** at Hillel Park School.
- 1.8 We promote an inclusive school community ethos that focuses on respecting everyone and celebrating diversity. The school prides itself on being both inclusive and community focused as a result the school has intentionally imbedded our values of diversity, championing children's rights and anti-bullying practice not only in our ethos but also in day-to-day operations of the organisation.
- 1.9 We take a preventative approach to reducing discriminatory and bullying behaviours by addressing the issue through various means as a collective and on an individual basis. Therefore,



Bullying and prejudice-based language of any kind, involving pupils, adults towards pupils, staff or parents are deemed to be unacceptable and will not be tolerated at our school.

1.10 We understand the devastating and lasting effect being bullied can have on children and we will deal with all incidents equally seriously, quickly, and effectively, whether it has taken place in or outside of school. Additionally, we provide education on Bullying: this ranges from having themed lessons in PSHE classes and tutor group discussions as well as approaching the matter throughout the whole school i.e., through assemblies which we talk about bullying, its impact and the consequences.

2. Bullying prevention scheme

2.1 At Hillel Park School we foster a clear understanding that bullying, in any form, is not acceptable. This will be done by:

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement
- Regular praise and encouragement of positive and supportive behaviour by all staff members
- Work in school which develops empathy and emotional intelligence (SEAL)
- Any incident is treated with seriousness and dealt with immediately

3. Statutory requirements

We are aware of our statutory responsibilities in regard to preventing and tackling bullying as set out in applicable laws.

3.1 *Cyber bullying*

- Online / Electronic communication abuse is any type of abuse that happens on the internet, facilitated through technology like computers, tablets, mobile phones and other internet-enabled devices (Department for Education, 2018).
- We are diligent in educating our pupils so that they are digitally equipped, aware, responsible and safe when they are accessing online systems in and outside of school. This can be seen through a whole-school approach both in classrooms and in the wider school.
- If staff feel that an offence may have been committed, they will seek assistance from the police.

3.2 *Bullying outside school premises*

- Headteachers have a specific statutory power to discipline pupils for poor behaviour when they are outside of the school premises and not under the lawful control or charge of a member of school staff



- This could relate to bullying incidents occurring anywhere off the school premises, such as on school or public transport or outside local shops
- Where bullying outside school is reported to school staff, it should be investigated and acted on.
- The headteacher should also consider whether it is appropriate to notify the police or local authority
- If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

4. The whole school approach

- 4.1 We organise specific assemblies on bullying and its consequences and what to do if they see or experience bullying.
- 4.2 We hold a week of activities focused on friendship and anti-bullying to recognise national anti-bullying week during each year.
- 4.3 We have playground friends that ensure the playground is a safe and fun place to be; organising playground games and checking that children are happy and feel included.
- 4.4 We have introduced restorative approaches for dealing with conflict and trained pupils to be peer mediators.
- 4.5 Pupils are taught the anti-bullying charter in an age-appropriate manner and is displayed in every classroom in the school.
- 4.6 Every class in the school will have PSHE classes dedicate to the subjects of bullying, discrimination and understanding diversity.

5. School curriculum

- 5.1 Teaching about bullying and its consequences is taught through PSHE and is covered through RE and as well as literacy:
 - a) What bullying is, how it feels, why people bully, what to do about it and how to prevent it
 - b) about the differences between people and about the importance of being inclusive and celebrating difference and diversity
 - c) about the impact of prejudice and discrimination
 - d) skills to manage feelings, develop empathy, resolve conflict fairly, to cope with friendship problems and make and maintain positive relationships
 - e) how to keep safe and behave responsibly when using the internet and mobile phones
- 5.2 We use stories that enable a greater understanding of difference and diversity through their use of language, cultural attitudes and images, avoiding stereotypes, racism and sexism and celebrate difference such as including children with disabilities.



6. Roles & Responsibilities

6.1 *Headteacher* will:

- a) Ensure that the policy is implemented and reviewed regularly
- b) Provide a termly report of incidents of bullying to the governing body
- c) Monitor bullying and harassment of pupils in terms of difference and diversity (i.e. different groups) and take action if there is a cause for concern
- d) Provide a report on the effectiveness of the anti-bullying policy
- e) Ensure the policy is regularly publicised to the whole school community and the message that bullying is not accepted is reinforced through whole school activities and information
- f) Ensure that all staff receive sufficient training to be equipped to identify and deal with bullying
- g) Regularly review the policy in the light of any incident
- h) Include regular updates to staff through the annual safeguarding training
- i) Include information in the newsletter/on the website about what the school is doing to prevent and tackle bullying

6.2 The *Governing Body* will support the Headteacher in all attempts to eliminate bullying from our school:

- a) Require the Headteacher to keep accurate records of all incidents of bullying and report on them to the governing body on a termly basis.
- b) Require the Headteacher to report annually to the governors about the effectiveness of school anti-bullying strategies.
- c) Notify the Headteacher of any request from a parent or carer to investigate incidents of bullying and ask the head teacher to conduct an investigation and report back to the governing body. The governing body will respond within ten days to the parent or carer and keep them regularly updated with regards to the investigation and, where possible, meet with the parent or carer to ensure they are satisfied with the outcome.

6.3 The *Designated Safeguarding Lead* and *Pastoral Care Team* will:

- a) Work with all parties (children, parents/carers) to address incidents as they arise in terms of meetings and 1:1 support
- b) Will liaise with external parties who may take an interest in an incident which may occur such as police, charities, the local community, and social services
- c) Regularly check on the emotional well-being of children who have experienced bullying

6.4 We believe that *parents and carers* have a very important role in supporting the school's anti-bullying policy and in actively encouraging their child to be a positive member of the school:

- a) We offer additional resources which parents/carers can access to inform them about the impact of bullying and how to address the issue and other concerns such as e-safety and cyberbullying.

6.5 *Key contacts*:

- Staff responsible for bullying prevention (anti-bullying coordinator)



- Staff responsible for monitoring bullying incidents
- Lead Governor
- E-safety contact officer
- Designated Safeguarding Lead
- Pastoral Care Team/Lead



7. APPENDIX 1 – Advice to all parties

7.1 Advice to children:

- If you are a victim of bullying (whether in or outside of school), it is very important to tell somebody you trust. You can tell a member of staff or anyone you want to talk to.
- The school will always take you seriously and take action to stop the bullying and support you to feel safe again
- If you cannot tell anyone at school, you can tell your parents who will tell us.
- You can also email, text and have an online chat with a counsellor at Childline. Their website is: <http://www.childline.org.uk>
- Friends of victims should tell staff or a parent
- Nobody deserves to be bullied– remember, you have a right for this not to happen to you and it is not weak to tell someone

7.2 Advice to bystanders:

- Do not ignore or support bullying behaviour if you see it happening to someone else. If you do see someone being bullied please:
- Do not join in even if you feel pressured to do so
- Tell a member of staff what you have seen
- Tell your parents or carers or someone else you trust
- If you feel safe to do so, tell the bully/bullies they should stop
- You could tell the person who has been bullied that you don't agree with what's happened. When people are bullied they can feel very alone and can blame themselves, so it's good to have support
- If you are not sure what you should do, you could call Childline which is a confidential advice service for children. The number is: 0800 1111
- You can also email, text and have an online chat with a counsellor at Childline. Their website is: <http://www.childline.org.uk>

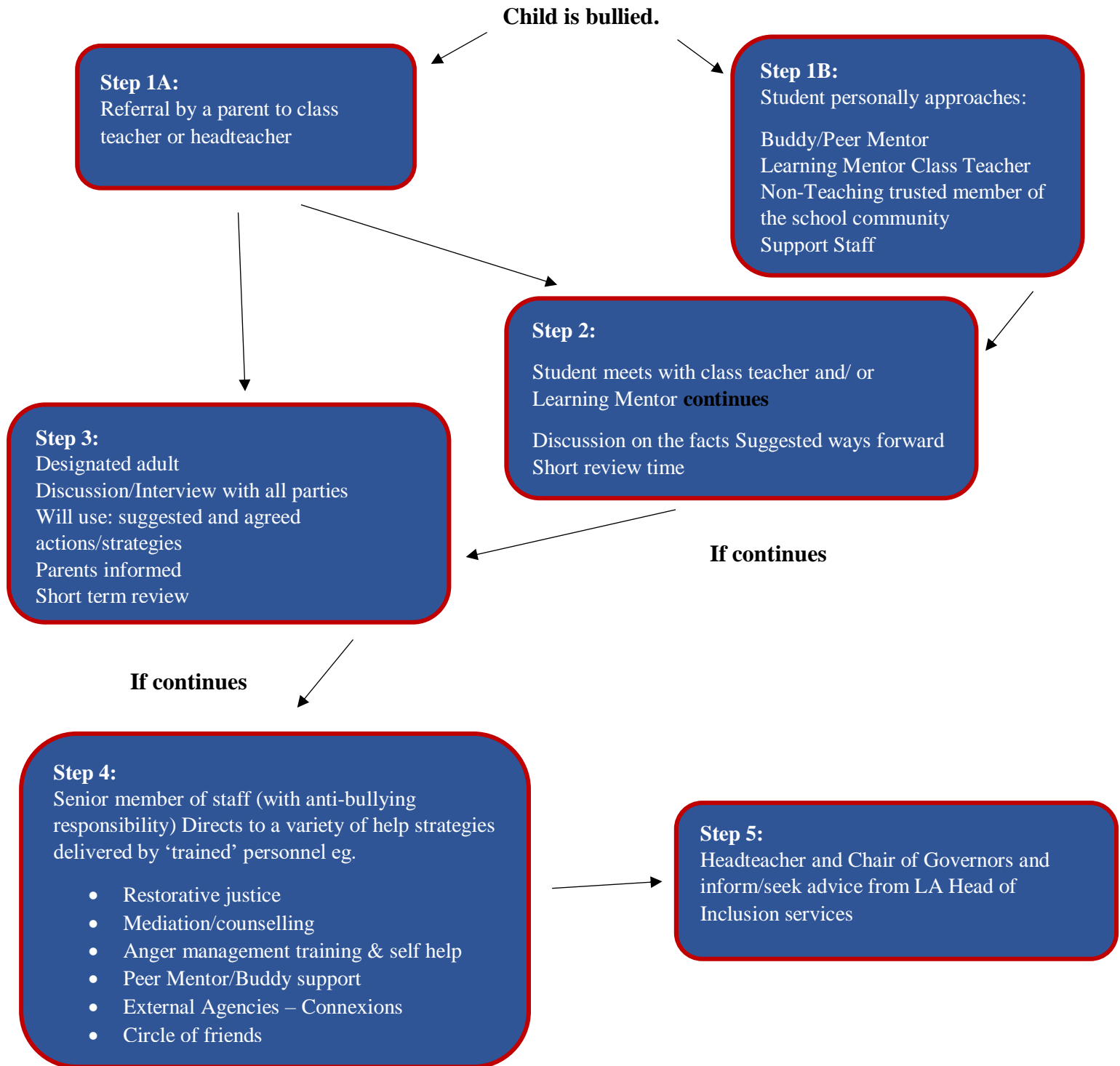
7.3

Phase 2 – The Governing Body

- 7.4 A referral to the schools governing body should be made and if necessary, a complaints panel should be convened and the complaint investigated in the same way as described in Stage 3 of the School Complaints Procedure below. It may be more prudent that the Chair carry out an investigation or review.



8. APPENDIX 2 – Procedure for reporting bullying: Pathways of Help



9. APPENDIX 3 – Support Agencies



Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Bullying online

www.bullying.co.uk

Childline – advice and stories from children who have survived bullying

08000 1111

Kidscape

www.kidscape.org.uk 02077303300

Parents Against Bullying

01928 576152

Parentline Plus – advice and links for parents www.parentlineplus.org.uk

08088002222

Useful sources of information

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk