



Hollymount School

Anti-Bullying Policy

Issue Date	Summer Term 2019	Review Date:	Summer Term 2022
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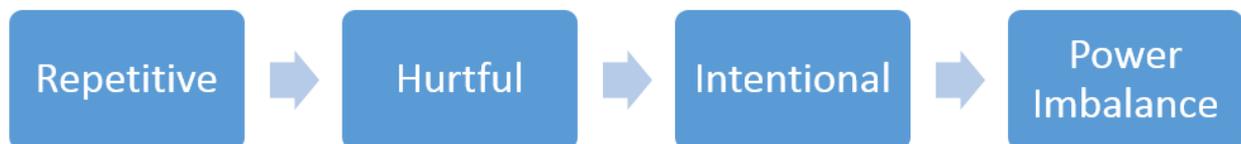
Introduction

At Hollymount School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. School Values, which are celebrated throughout the school, reinforce the need to develop an ethos which can enable us to live and learn in a harmonious community. We recognise that many children and young people will experience conflict in their relationships with other children and young people and, as a school, we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils must be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the deliberate and repeated use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying can be short-term or continuous over a longer period of time. It may be perpetrated by individuals or by groups of people, and can be planned and organised or sometimes unintentional.



Bullying can be:

Emotional	E.g. Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	E.g. Pushing, kicking, hitting, punching or any use of violence
Racist	E.g. Racial taunts, graffiti, gestures
Sexual	E.g. Unwanted physical contact or sexually abusive comments
Homophobic	E.g. Due to, or focussing on, the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	E.g. All areas of internet ,such as email & internet chat room misuse Mobile threats by text messaging & calls misuse of associated technology , i.e. camera &video facilities
Transphobic	E.g. Due to perceived gender identity

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. In addition, pupils who are bullying others need to learn different ways of behaving.

Schools therefore have a responsibility to respond promptly and effectively to all issues of bullying.



Children who are bullies often also need support to understand their motivations, as well as the distress their actions have caused to others. This will reduce future incidence of bullying as well as provide the bully with strategies to avoid repeated offences.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Responsibilities of staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others, through the teaching of, and reference to, school values.
- Demonstrate by example the high standards of personal and social behaviour that we expect of our pupils.
- Discuss bullying, so that children learn about the damage it causes to both the child who is being bullied and the bully, as well as the importance of telling an adult when it occurs.
- Be alert to distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support them.
- Listen to those accused of bullying without prejudice. Staff will thoroughly investigate accusations of bullying to ensure bullying has occurred.

The responsibilities of pupils

We expect our pupils to:

- Refrain from becoming involved in any sort of bullying behaviour, even if this leads to temporary unpopularity.
- Intervene to help a pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying.

Anyone who becomes the target of bullying should:

- Tell a trusted adult or friend.

The responsibility of parents

We ask parents to support their children and the school by:

- Advising their children to report incidences of bullying to an adult at school.
- Explain the consequences of allowing bullying to continue for themselves and other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Informing the school of any known instances in which their children are involved.
- Co-operating with the school, even if their children are accused of bullying.



- Not communicating with the other children or families unless specifically asked to by the school.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering or stuttering
- frequently feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received
- has difficulty sleeping.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Report bullying incidents to staff, either by the victim or by others in the school who are aware of the bullying (Telling school).
2. In cases of bullying that are considered serious (E.g. physical, racist, sexual, homophobic or transphobic) the incidents will be recorded by the Headteacher in the Serious Incident Log (Red card – see Behaviour Policy).
3. In serious cases, both the victim's and the accused's parents will be informed and will be asked to attend a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. Both sets of parents will be informed when a resolution has been reached.

Outcomes



- 1) The bully (bullies) may be asked to genuinely apologise. Other responses should include: circle time, mediation between bully and victim, peer support, areas of school set up as opportunities for children to seek out quiet, which are monitored by staff, ELSA time.
- 2) In serious cases, suspension or even exclusion will be considered (see Behaviour Policy).
- 3) All incidences of bullying, once reported to the Headteacher, will be recorded.
- 4) If possible, the pupils will be reconciled
- 5) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- building a positive ethos based on School Values and celebrating all types of difference in our school.
- creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- writing and discussing a set of class/school rules at the start of the year
- ongoing discussion and learning about School Values (Respect, Responsibility, Happiness, Courage, Appreciation, Friendship)
- problem boxes available in classrooms and ELSA to anonymously report incidents/fears
- developing and signing a behaviour contract (KS2)
- Use of STOP = STOP an acronym throughout the school (Several Times on Purpose = Start Telling Other People)
- making up role-plays
- having discussions about bullying and why it matters
- knowing how to respond to bullying, whether as a victim of an onlooker, including: tell a friend; tell an adult whom you trust; write a note in a worry box, ring Childline.
- using assemblies and circle time in class to ensure that pupils understand the differences between relational conflict and bullying.
- having a positive behaviour policy that is consistently implemented and that all pupils, staff and parents understand.
- work in school which develops empathy, social skills and emotional understanding e.g. PSHE, Citizenship, social and emotional learning programmes, circle time, peer mediation and playground buddies.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)
Children's Legal Centre
Parentline Plus
Bullying Online
ChildLine

0808 800 5793
0845 345 4345
0808 800 2222
www.bullying.co.uk
www.childline.org.uk

