

**Anti-Bullying &
Respect for All
Policy**

Summer 2022



This document is a statement of the aims, principles and strategies to prevent bullying at Hayfield School.

OVERVIEW

The aim of the anti-bullying policy is to ensure that children learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. If bullying does occur, all children should be able to tell and know that incidents will be dealt with promptly and effectively.

CONSULTATION

Children, staff, governors and parents are made aware of the anti-bullying policy through meetings, discussions, assemblies and PSHE/RSHE lessons.

This policy should be read in conjunction with the school's Safeguarding Policy, PSHE Policy, Keeping Children Safe in Education 2022 Policy and Behaviour Policy.

AIMS

1. To ensure a happy, secure environment where all children can flourish and feel valued.
2. To ensure children have a clear understanding of the school's expectations of behaviour and are encouraged to achieve them.
3. To ensure clear procedures are in place for children, staff and parents, should an incident of bullying occur.
4. To ensure all staff are fully aware of the different types of bullying, the possible effects and consequences which can occur.
5. To ensure all staff and parents are aware of the possible indicators that a child may be being bullied.
6. To raise aspects of bullying through the curriculum, giving children the opportunity to explore different issues..

What is Bullying?

At Hayfield School we believe that bullying is an act of aggression, or the intention to cause embarrassment, pain, hurt or discomfort to someone. It can take a wide number of forms, which may include (this is not an exhaustive list):

- Physical acts
- Verbal acts
- Making gestures
- Acts of extortion and exclusion
- An abuse of power or position
- Planned and organised targeting of individuals or groups of individuals

- Perpetrated by individuals or by groups of pupils.

We define bullying as having occurred **Several Times On Purpose (STOP)**. All Staff, governors, children and parents should have an understanding of bullying and clear procedures for reporting bullying should be understood and followed.

The school will be proactive in respect of unacceptable conduct which occurs outside the school that is connected to the school.

TYPES OF BULLYING

- Physical: Pushing, kicking, hitting, spitting, biting, punching or any use of violence, unwanted sexual contact or (peer on peer abuse)
- Verbal: Threatening, name-calling, sarcasm, spreading rumours, teasing.
- Indirect: Ignoring or excluding from groups, tormenting (i.e. hiding books, threatening gestures), being unfriendly, and glaring and staring.
- Targeted (involving):
 - Racial: taunts, graffiti, gestures.
 - Gender: Sexist remarks, offensive stereotyping or belittling of a person's gender or gender transition.
 - Sexuality: Including use of offensive homophobic and/or biphobic language.
 - Disability: Physical, verbal, emotional abuse of a person because of their disability.
 - Cyber bullying: Mobile, Internet and Wireless technologies used to taunt or abuse others. (This is a very specific type of bullying from outside school which impacts within school and needs to be dealt with.)

We believe that bullying for any reason is unacceptable and we work hard to tackle all forms of bullying and disrespect. This includes bullying on account of people's race, creed, colour, sexual orientation or disability.

At Hayfield School, we understand that many of our children present with complex and challenging behaviour. Such behaviours may not be considered as bullying, but may be due to a child dysregulating as a result of their own needs. Such behaviours can make others feel intimidated or insecure in their school environment. We support this behaviour through the use of the School Behaviour Policy.

WHAT THE SCHOOL AND STAFF DO

- Safeguard all children who report bullying and always listen to any concerns.
- Ensure regular training updates occur for staff on identifying bullying and following school policy and procedures and they are alert to signs of distress and other possible indications of bullying.
- Regularly canvas children's views on the extent and nature of bullying in school.

- Involve children in anti-bullying campaigns, participation in National Anti-Bullying week and updating the policy.
- Class teachers will discuss bullying openly and the effects of bullying on a regular basis as part of the school curriculum.
- All children will be taught about their rights and responsibilities to others.
- Ensure playgrounds have a high level of supervision during playtimes and lunch breaks.
- When necessary, class or School Assemblies are arranged to reinforce the anti-bullying message.
- Resources are available for staff to access when required.
- Seek support from outside agencies if necessary.
- Support put in place for children who have been targets of bullying and those who have been accused/found to be the bully.

POSSIBLE INDICATORS

Bullying behaviour can be interpreted in different ways by different individuals. There is no fool proof way of knowing whether a child or young person is being bullied. Bullying can be a covert and even secretive activity. Reducing bullying therefore involves effective communication between members of staff, parents and children as part of a school culture where talking about bullying and asserting one's right to feel safe are viewed as particularly important.

The following are some useful indicators which can lead to a more detailed discussion of what is happening to a young person:

- Unexplained bruises, scratches, cuts, bite marks
- Belongings repeatedly going missing
- Refuses to say why he/she is unhappy
- Distressed at the thought of going to school
- Refuses to go to school
- Seems withdrawn / unhappy or in a world of his / her own
- Cries at bedtime
- Returns home with torn clothes or damaged schoolwork
- Asks for more money than usual or steals money (to pay bully)
- Loses interest in schoolwork or finds it harder to concentrate
- Refuses to go out to play

THE SCHOOL PROCEDURES

If an allegation of bullying has been made the school will:

- Report the incident to the Senior Leadership Team using MyConcern
- Establish if actions are '**Severel Times On Purpose**' and therefore bullying or a one off serious incident of bullying
- Take all bullying problems seriously

- Investigate all incidents thoroughly
- Ensure appropriate actions are taken
- Keep a written record of the incident, investigation and outcome (including sanctions) on MyConcern
- Monitor behaviour regularly.
- Inform parents of concerns.
- Provide relevant support to the victim, bully and family if necessary.
- Participate in National Anti-Bullying Week
- Obtain the views of the School Council
- Monitor and review the policy on a regular basis

WHAT THE SCHOOL WILL DO FOR THE INDIVIDUAL BEING BULLIED

The school will:

- Talk to them and inform their parents.
- Invite the parents into school to discuss the situation and how it will be resolved
- Reassure them that they will try to stop the bullying and that telling does not rebound back on them.
- Support them by listening and by encouraging them to talk about their experience.
- If appropriate, encourage them to accept the bully's apology
- Tell them who to turn to should any further problems arise.
- Take into consideration their wishes concerning the support they receive
- Involve School Leadership Team
- Monitor to ensure bullying does not continue

WHAT THE SCHOOL WILL DO FOR THE INDIVIDUAL WHO CARRIED OUT THE BULLYING BEHAVIOUR

The school will:

- Talk to them and inform their parents.
- Invite the parents into school to discuss the situation and how it will be resolved
- Try to find out why the bullying is happening.
- Try to support a solution / resolution between both children
- Explain to how their behaviour have affected the individual being bullied
- Help them to accept responsibility for their actions.
- Help them to change their behaviour by keeping in contact with them.
- Do everything it can to help them
- If appropriate, bring both children together, with an adult present, for an apology to be given
- Ensure appropriate sanctions are given

- Monitor behaviour to ensure it does not continue.

The most severe sanction is an exclusion from school. As a school we have a responsibility before resorting to this, to do everything reasonably possible to effect a change in the behaviour of the child who is bullying another, so that they can ultimately live in an adult world showing empathy to other people.

TACKLING CYBERBULLYING

Mobile, Internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide; but their popularity provides increasing opportunities for misuse through 'cyberbullying'. School staff, young people and parents have to be constantly vigilant and work together to prevent this form of bullying and tackle it whenever it occurs.

WHAT IS CYBERBULLYING

Research commissioned by the Anti-Bullying Alliance from Goldsmiths College, University of London, identifies the following categories of cyberbullying:

- Text message bullying
- Picture/video clip bullying
- Phone call bullying
- Email bullying
- Bullying through instant messaging
- Bullying via websites

WHO IS MOST VULNERABLE?

Because of the anonymity that new communications technologies offer, anyone with a mobile phone or internet connection can be a target for cyberbullying. What's more, bullies can reach much larger numbers within a peer group than they can with conventional bullying, for example, vindictive comments posted on a website can be seen by a large number, as can video clips sent by mobile phone.

THE SCHOOL PROCEDURES

***The school will use the following procedures in conjunction with those already highlighted in this policy.**

- Use the SMART model (Stay Safe, Don't Meet Up, Accepting Files, Reliable, Tell someone) to educate children about internet safety
- Teach all children about how to keep themselves safe online through our Computing Curriculum, Internet Safety Assemblies and during our Computing Week.

- Ensure that all staff are aware of and follow all GDPR policies and that security systems are in place to prevent images and information about children and staff being accessed improperly from outside the school
- Ensure that children are not permitted to bring mobile phones or other electronic devices to school, unless it is agreed by the headteacher
- Educate children so that they never give out personal contact details online or post photographs of themselves on sites.
- Instruct children to inform adults if something makes them feel worried or uncomfortable (T of SMART).
- If cyberbullying is reported, the school will investigate the incident following the same steps as all other types of bullying.

BULLYING OUTSIDE SCHOOL PREMISES (INCLUDING CYBERBULLYING)

Any incidents which occur outside school which have (or may) continue to be an issue in school will be investigated and dealt with appropriately. This would usually involve discussions with parents/ carers of children involved.

For further information <https://www.wirralsafeguarding.co.uk/bullying/>

PEER ON PEER ABUSE

Peer on peer abuse is described in the school's safeguarding policy as including, *'but not limited to: bullying (including cyber bullying), gender based violence/sexual harassment, sexual violence and assaults, harmful sexual behaviour and sexting. Staff should recognise that children are capable of abusing their peers.'*

Staff must challenge any form of derogatory and sexualised language or behaviour. Staff should be vigilant to sexualised/aggressive touching/grabbing DfE guidance situates sexual violence, sexual harassment and harmful sexual behaviour in the context of developing a whole-school safeguarding culture, where sexual misconduct is seen as unacceptable, and not 'banter' or an inevitable part of growing up. Advice about tackling and reporting sexual harassment in schools and colleges from Sept 2021 is here:

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/999239/SVSH_2021.pdf

THE SCHOOL PROCEDURES

***The school will use the following procedures in conjunction with the procedures involved with investigating an alleged incident of bullying:**

- Ensure that all staff are fully aware of expectations and procedures set out in school's Safeguarding Policy, PSHE Policy, Keeping Children Safe in Education 2021 Policy, Behaviour Policy

- Educate all children about how to keep themselves safe and how to report anything that makes them feel uncomfortable
- If any incidences of peer on peer abuse are reported, the school will investigate the incident following the same steps as all other types of bullying
- The school will work with any/all appropriate outside agencies to manage cyber bullying.

Roles and responsibilities

- All staff have a responsibility to ensure that the children are learning in a safe and secure environment and that break and lunchtime systems adhere to school policy on behaviour.
- The Headteacher will keep the Governing Body informed of any amendments which may need to be made to this policy.
- All staff have a responsibility to review and implement this policy.
- Any incidents of bullying to be recorded.

The Senior Leadership Team will assess and review this policy regularly and the Head Teacher will report any incidents to the Governors. The Head Teacher will also report on the effectiveness of the policy.

The policy will be formally reviewed annually responding to the views of the children, staff and parents.