



## HELSEBY HILLSIDE PRIMARY SCHOOL

### ANTI-BULLYING POLICY

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)  
(including cyber-bullying – verbal bullying using texting and social networking sites)
- indirect (spreading rumours, excluding someone from social groups).

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. **Pupils must be encouraged to report bullying by telling someone at school and at home.**

All teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

#### **Statutory duty of schools**

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

#### **Public sector equality duty**

At Hillside, we have due regard to the three aims of the equality duty which are to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the duty;

- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and those who do not share it.

In order to have due regard to these duties, we will:

- Remove or minimise disadvantages suffered by people due to their protected characteristics;
- Meet the needs of people with protected characteristics; and
- Encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

## **Implementation**

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the headteacher
- the headteacher will interview all concerned and will record the incident
- teachers will be kept informed and if it persists they will advise the leadership team
- parents will be kept informed
- punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- reflection / thinking time

- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE (including the Life Caravan), assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. At lunchtimes, trained peer counsellors (from Y6) are on duty twice a week. Children have the opportunity to discuss problems and concerns and peer counsellors can share these with staff.

### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Reviewed by	Adam Khan (HT) and Andrew Newman (PSHE Lead)	25/09/23
Approved by	Learning and Teaching Committee	04/10/23
Next Review Date		October 2024