

Anti Bullying Protocol

Last update January 2024

Statement of Intent

Hazelbeck School is committed to providing a caring, friendly, and safe environment for all of our students so that they can *enjoy, learn and succeed* in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, then all incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to speak out. We expect behaviour from all students, staff and volunteers that shows mutual respect for each other in school and beyond.

The purpose of this protocol statement is:

- to prevent bullying from happening between children and young people who are a part of our community
- to make sure bullying is stopped as soon as possible, if it does happen, and that those involved receive the support they need
- to provide information to all staff, volunteers, pupils and their families about what we should all do to prevent and deal with bullying.

This protocol statement applies to anyone working on behalf of Hazelbeck, including senior leaders and the Local School Committee, paid staff, volunteers, sessional workers, agency staff and students.

Separate documents set out:

- our Behaviour Policy for children and young people
- our Staff Code of Conduct
- our Staff Disciplinary, Conduct and Grievance Policy.

This protocol statement should be read alongside our organisational policies and procedures including:

- Child protection/safeguarding policy statement which includes:
 - Procedures for responding to concerns about a child or young person's wellbeing
 - Dealing with allegations made against a child or young person
 - Managing allegations against staff and volunteers.
- Code of conduct for staff
- Online Safety Policy
- Behaviour Policy for children and young people
- Staff Disciplinary, Conduct and Grievance Policy.

What is Bullying?

Bullying is behaviour by an individual, or group of students, usually repeated over a sustained period of time that intentionally hurts either physically or emotionally another individual or group of students.

This protocol has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. We believe that:

- children and young people should never experience abuse of any kind

- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

We recognise that:

- bullying causes real distress.
- it can affect a person's health and development and, at the extreme, can cause significant harm all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Why is it important to respond to bullying?

Schools have a responsibility to respond promptly and effectively to issues of bullying. Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Young people who are bullying need to learn different ways of behaving.

Prevention.

Following our behaviour policy that sets out how pupils expected to behave, in face-to-face contact and online, and within and outside of our activities holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it. These discussions will focus on:

- everyone's responsibilities to look after one another and uphold the behaviour policy
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way - checking that our anti-bullying measures are working well
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including
- racial, sexist, homophobic and sexual bullying
- putting clear and robust anti-bullying procedures in place
- making sure our response to incidents of bullying takes into account:
 - the needs of the person being bullied
 - the needs of the person displaying bullying behaviour
 - needs of any bystanders
 - our organisation as a whole.
 - reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure
 - that the problem has been resolved in the long term.

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing and celebrating diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.

A listening school

Hazelbeck takes all allegations of bullying seriously. We will deal with allegations of potential bullying promptly and efficiently.

Role of adults in school

- Adults will listen with an open mind to all concerns
- Adults will be vigilant to bullying behaviours
- Adults will monitor children who have disclosed bullying closely

- Class teachers of victims will keep records of behaviour
- Logs will be monitored and followed up by SLT
- SLT will support teachers as necessary
- All staff will teach children about how to know the signs of bullying and be a positive bystander/upstander
- SLT will analyse bullying data to check that incidents of bullying are rare and no patterns are emerging

Role of pupils

- Pupils will report any incidents of bullying
- Pupils will be positive bystanders if they see bullying happening in our school

Role of families

- Families will report any incidents of bullying to the school as per the home school agreement
- Families will support the school and work in partnership to help eradicate bullying

Procedures

1. Report bullying incidents to staff
2. Incidents of bullying will be recorded on CPOMS
3. Patterns and actions to support the victim and perpetrator will be recorded on CPOMS
4. In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem
5. If necessary and appropriate, police will be consulted
6. The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly
7. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place as appropriate.
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the students will be reconciled
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
5. Any consequence must take account of special educational needs or disabilities that the pupils involved may have. (Bullying at School document from GOV.UK)

Help Organisations:

- Advisory Centre for Education (ACE) 020 7354 8321
- Children's Legal Centre 0845 345 4345
- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
- Parentline Plus 0808 800 2222
- Youth Access 020 8772 9900
- Buying Online www.bullying.co.uk
- Visit the KIDSCAPE website www.kidscape.org.uk for further support, links and advice.
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-childinternet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying