



Anti Bullying Policy

Last update September 2017

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.

What is Bullying?

Bullying is the use of aggression or the threat of aggression with the intention of hurting another person. It results in pain and distress to the victim. It is important to differentiate between bullying and 'targeting' where a student with autism, for example, might repeat an action that upsets another student because of cause and effect.

Bullying can be:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)
- **Physical:** pushing, kicking, hitting, punching or any use of violence
- **Racist:** racial taunts, comments, graffiti, gestures
- **Sexual:** unwanted physical contact or sexually abusive comments
- **Homophobic:** homophobic taunts, comments, graffiti, gestures - because of, or focusing on the issue of sexuality
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing
- **Cyber:** internet misuse. Mobile threats by text, messaging and calls. Misuse of associated technology i.e. camera and video facilities.

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.

Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

- All Directors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is
- All Directors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All students 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. Students and parents should be assured that they will be supported when bullying is reported.

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 unwilling to go to school (school phobic)
- Doesn't want to go on school transport
- Begs to be driven to school
- Changes their usual routine
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering

- Self-harms
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn
- Has possessions which are damaged or “go missing”
- Asks for money and 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 is wrong
- Gives improbable excuses if any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received.

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
2. Incidents of bullying will be noted in the Bound book for reporting Bullying Incidents
3. In serious cases parents should be informed and will be asked to come in to 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.

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 discipline must take account of special educational needs or disabilities that the pupils involved may have. (Bullying at School document from GOV.UK)

Prevention.

We will use a range of methods to prevent bullying. As and when appropriate, these may include:

- An agreement on class / school rules
- All students will take part in a yearly Anti-Bullying Week.
- Students will look at bullying, friendships during PSHE lessons.

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.