



Ortu Hassenbrook Academy

Opportunity through learning

Anti-Bullying Policy

2020/21

Reviewed: June 2020

Next Review: July 2021



Hassenbrook Academy expects all members of the community to treat each other with courtesy and respect.

Everyone has the right to feel safe and secure at school and to be protected when vulnerable so that all may flourish without fear of unfair treatment or harassment.

AIMS OF THE POLICY

- To bring together all members of the community to create a happy, caring environment where bullying is not tolerated
- To work together to prevent bullying
- To deal effectively with bullying when it occurs
- To integrate with the school's tutorial programme

WHY IS AN ANTI-BULLYING POLICY NECESSARY?

Hassenbrook Academy believes that its pupils have the right to learn in a supportive, caring and safe environment without fear of being bullied.

All schools contain some pupils with the potential for bullying behaviour. If the school is well disciplined and organised, it can minimise the occurrence of bullying. The school has a clear curriculum on the promotion of good citizenship where it is made clear that bullying is a form of anti-social behaviour which will not be tolerated.

It is therefore important that the school has a written policy to promote this where pupils and parents/guardians are fully aware that bullying complaints will be dealt with firmly, fairly and promptly.

THE IDENTIFICATION OF BULLYING

Bullying is the use of aggression with the intention of hurting, humiliating/embarrassing or coercing another person. It results in pain or distress to the victim. It usually occurs over time but sometimes can be just one incident.

BULLYING CAN BE:

Physical – pushing, kicking, punching, hitting or threatening physical violence.

Verbal – name calling, nasty teasing, spreading rumours, writing hurtful things about someone either in note form, text messages or social media attacks (see Cyber-bullying)

Emotional – excluding by, being deliberately unfriendly, tormenting, racial taunting, threatening or rude gestures, unpleasant e-mails/telephone calls, negative remarks about appearance, religion, disability, gender or sexuality.

Intimidation - threatening, demanding money or possessions, copying homework, victim(s) or bystanders being made to feel afraid about reporting incidents.

Cyber bullying – use of ICT to deliberately upset someone. In particular mobile phones, e-mails, social website, text messages, cameras and the internet.

Exclusion – deliberate exclusion from discussion/activities with those believed to be their friends.

Homophobic – is behaviour or language which makes a young person feel unwelcome or marginalised because of their actual or perceived sexual orientation.

RECOGNISING BULLYING

It is not always easy or possible to tell if someone is upset. Sometimes young people often find it difficult to talk.

There may, however, be changes in their behaviour such as shyness/nervousness, demanding attention, feigned or real illness, disturbed sleep, loss of concentration or withdrawal, unwilling to come to school.

ANTI-BULLYING ACTION PLAN

Pupils' Code of Action:

- Tell someone – (parent, friend, form teacher, subject teacher, LSA, Pastoral Manager, Head of Year, SLT),
- Don't retaliate but don't give in,
- Avoid being alone or going to less supervised areas where bullying may occur,
- Find a group of friends to help you,
- Remember there is always someone to help !

If you know someone is being bullied

TAKE ACTION!

Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and isolated.

If you feel you cannot get involved, tell an adult **IMMEDIATELY**.

Teachers have ways of dealing with the bully without getting you into trouble*. (**See Appendix A**)

Staff Code of Action

- If there is any suspicion of bullying please investigate and speak to the victim in a supportive way,
- Deal firmly with the bully; making it clear that his/her behaviour is unacceptable,
- Make it clear to the victim that help is close at hand and that there is nothing wrong with him/her,
- Continue to monitor the situation,

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- Alert the Form Teacher and Head of Year
- The Pastoral Team may involve the parents of both the bully and the bullied

It is vital that all members of the school community are committed to this policy. If bullying is allowed to go unchallenged, the bully, the victim and all the pupils and staff will suffer from the school's failure to react positively to the threat which bullying poses.

Parents' Code of Action

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard,
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent, what they were doing, etc
- If you feel your child may be a victim of bullying behaviour, inform the School **IMMEDIATELY**.

Your complaint will be taken seriously and appropriate action will follow:

- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the School Policy concerning bullying, and that they should not be afraid to ask for help.

SUPPORT STRATEGIES

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the victims in the following ways:

- Offering them an immediate opportunity to talk about the experience with the pastoral team, class teacher, or another teacher if they choose.
- Mediating between the victim and the bully
- Informing the victims' parents/carers
- Offering continuing support when they feel they need it
- Arranging for them to be escorted to and from the school premises if required
- Taking one or more of the possible sanctions described below to prevent more bullying

We also discipline, yet try to help the bullies in the following ways:

- Talking about what happened, to discover why they behaved in this way
- Mediating between the pupil/pupils concerned

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- Informing the bullies' parents/carers
- Continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible and by imposing sanctions (**See Appendix B**) when necessary.

APPENDIX A

***It is your responsibility to help tackle bullying. If you feel you can, challenge the Bully (Your friend) in regards to their behaviour.**

Be part of the solution – if it is a friend and you feel able, talk to them alone and ask why they are behaving in this way and let them know how wrong what they are doing is and how it makes you feel.

If you do not feel able to challenge them speak to an adult in confidence who will approach your friend in a way that they will not know the information has come from you.

APPENDIX B

Possible Sanctions

- **Official Warning to stop offending**
- **Intervention sessions can be imposed such as a short 6 week course to find out what they understand by bullying, the effects of bullying on others and how to challenge outlook.**
- **Mediation between the pupils involved**
- **Informing and engaging the support of the bullies' parents/carers**
- **Isolated at break and/or lunch times for a specific period of time**
- **We may arrange for them to be escorted to and from the school premises**
- **If the bullying persists they could receive a 'high end' isolation which would reduce their circulation within the school and/or the introduction of a Pastoral Support Plan (PSP)**
- **Should their bullying behaviours persist they may be called to a Governors Disciplinary Panel meeting which may lead to a managed move or permanent exclusion**

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