

Hateley Heath Academy Anti-Bullying Policy



Date approved:	September 2024
Approved by:	CEA
Date adopted by the MAT (i.e. effective date):	September 2024
This policy is scheduled for review on:	Every 3 years

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Policy Statement

This policy outlines Manor Multi Academy Trust's ('we' / 'our' / 'us') expectations of our employees' ('you') in relation to ensuring that bullying is dealt with in the appropriate manner and that we will do our utmost to ensure it doesn't happen at Hateley Heath.

We are committed to equality and value diversity. As such we are committed to fulfilling our Public Sector Equality Duty (Equality Duty) obligations and expect all staff and volunteers to share this commitment.

This policy should also be applied in accordance with ICT Acceptable Use policies and Procedures. Copies of all policies and procedures can be accessed via the **All MAT Staff** area on Teams.

The Equality Duty requires us to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, and victimisation.
- Advance equality of opportunity.
- Foster good relations between people who share protected characteristics, such as age, gender, race and faith, and people who do not share them.

If you consider that any of our practices, policies or procedures may be indirectly discriminatory, you should report your concerns and the basis for them to your line manager, who will take appropriate action and ensure that you receive a written response in respect of the concerns that you have raised.

This policy does not form part of your contract of employment. We reserve the right to amend or withdraw this policy at any time.

We are responsible for ensuring the effective implementation of this policy. As part of equality monitoring we will review and monitor the operation and impact of the policy on a regular basis and in accordance with the policy review date. As part of this monitoring and review this policy will be equality impact assessed.

Scope

This policy applies to employees, workers, agency workers, consultants, casual workers, contractors and volunteers, whether during working hours or otherwise.

Vision Statement

At Hateley Heath Academy, we are all encouraged to have high aspirations, achieve well, develop self-confidence and independence, have positive values and beliefs and a caring attitude towards others.

At all times we model and encourage the following values:

Enjoy
Achieve
Respect
Teamwork

We aim to support a friendly, calm and purposeful school ethos where children feel safe and secure. We encourage each other to take risks and have resilience to rise to challenges. Wellbeing is promoted so we have a positive mind set and a good attitude to learning.

Dream it! Believe it! Become it!

This policy forms part of our Safeguarding Procedures and should be read in conjunction with:

- Safeguarding and Child Protection Policy
- E-Safety Policy
- Behaviour Policy
- SEND and Inclusion Policy and SEND Information Report
- PSHE Policy

In addition to our school values, we encourage responsibility, confidence and honesty in our persistence to provide a community in which everyone feels safe and valued.

Our school does not tolerate bullying!!!

What is bullying?

- Is repeated and purposeful behaviour which causes fear, distress and/or harm to someone.
- May be physical, verbal, social or psychological. In some cases it is cyberbullying via social media (text messaging, sexting, on Facebook, X and WhatsApp etc.).
- Is conducted by a more powerful individual or group against a less powerful individual or group unable to effectively resist.

We expect our parents to work with us to prevent bullying and from causing harm to other children. In relation to cyber-bullying we advise parents to use parental controls to manage access to inappropriate websites etc. and to ensure that no minors have social media accounts.

Standing by and watching someone being bullied helps the bully hurt another person or group. It is everyone's responsibility to stop bullying. A bystander (someone who just stands and watches) can also be perceived as a bully.

Examples of bullying

Physical	Hitting, slapping, punching, kicking, pushing, strangling, spitting, pinching, sexual contact (this includes inappropriate touching), throwing objects at someone, taking or damaging personal property.
Verbal	Mean and hurtful name-calling, teasing, joking, forcing others to do things, demanding money or possessions, spreading nasty rumours, racist, religious, cultural or sexual comments.
Social or Psychological	Coercing someone to commit offences such as stealing, deliberate exclusion from a group activity, encouraging other pupils to ignore someone, pretending to be someone's friend to get something from them, threatening or obscene gestures, using E-technology such as Facebook, emails, voice or text messages as a means of victimising or ridiculing, spreading rumours, threatening or abusing, using another person's personal details or photographs

	without consent, sending any other inappropriate material and sexting.
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Protection and Prevention Strategies

- Our whole school approach– training and development for staff and consistency.
- Staff act as role models to promote and model the school values.
- There is constant and consistent embedding of the school values.
- Safeguarding and Child Protection Policy– whole school focus on ‘keeping safe’ procedures.
- Positive social behaviours are taught throughout the curriculum.
- Problem solving strategies are taught throughout the curriculum.
- Our school is a ‘telling’ school where pupils are encouraged to speak up if they feel uncomfortable in any situation.
- The school Relationships, Attitudes and Behaviour Policy is implemented consistently and fairly across the whole school.
- A bullying audit is undertaken annually, followed up and monitored by the senior leadership team.
- Pupil voice questionnaires are undertaken annually and cross-matched to attendance surveys carried out throughout the school.
- Bullying is a standing School Council agenda item.
- Parents and pupils are expected to agree to the school behaviour code of conduct.

Child-on child Abuse

We recognise that there may be situations where pupils will negatively affect the learning and wellbeing of others. Occasionally, others may make allegations against pupils in the school, which are of a safeguarding nature. We are aware safeguarding issues can manifest themselves via child-on-child abuse. This is most likely to include, but not limited to: bullying (including cyber-bullying), gender-based violence/sexual assaults and sexting, initiations and hazing*, and upskirting**. The school strongly believes that abuse remains abuse and will never be tolerated or passed off as “banter” or “growing up”. In all cases where possible safeguarding situations arise between pupils, the school will ensure that local procedures are followed. The police will be informed of any circumstances where a possible criminal offence has been committed and we will ensure parents of all those involved are informed. It may be

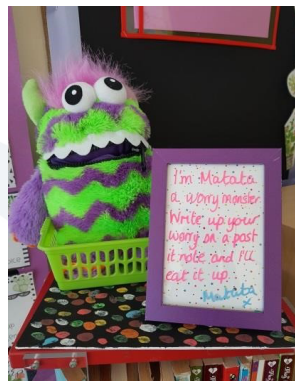
appropriate to exclude the pupil being complained about for a period of time. In situations where the school considers a safeguarding risk is present, a risk assessment should be prepared along with a preventative, supervision plan. The plan should be monitored and a date set for a follow-up evaluation with everyone concerned. The school will support victims of child-on-child abuse, and offer external support where appropriate.

*Initiations and Hazing - Hazing consists of hazardous behaviours and activities required of newcomers by team or group members as a condition of their membership, or to maintain full status on a team or group. Hazing can include harassment, verbal, sexual, physical or emotional abuse, humiliation and degradation.

** Upskirting – this typically involves taking a picture under a person’s clothing without them knowing, with the intention of viewing their genitals or buttocks to obtain sexual gratification, or cause the victim humiliation, distress or alarm.

Sharing Worries and Concerns

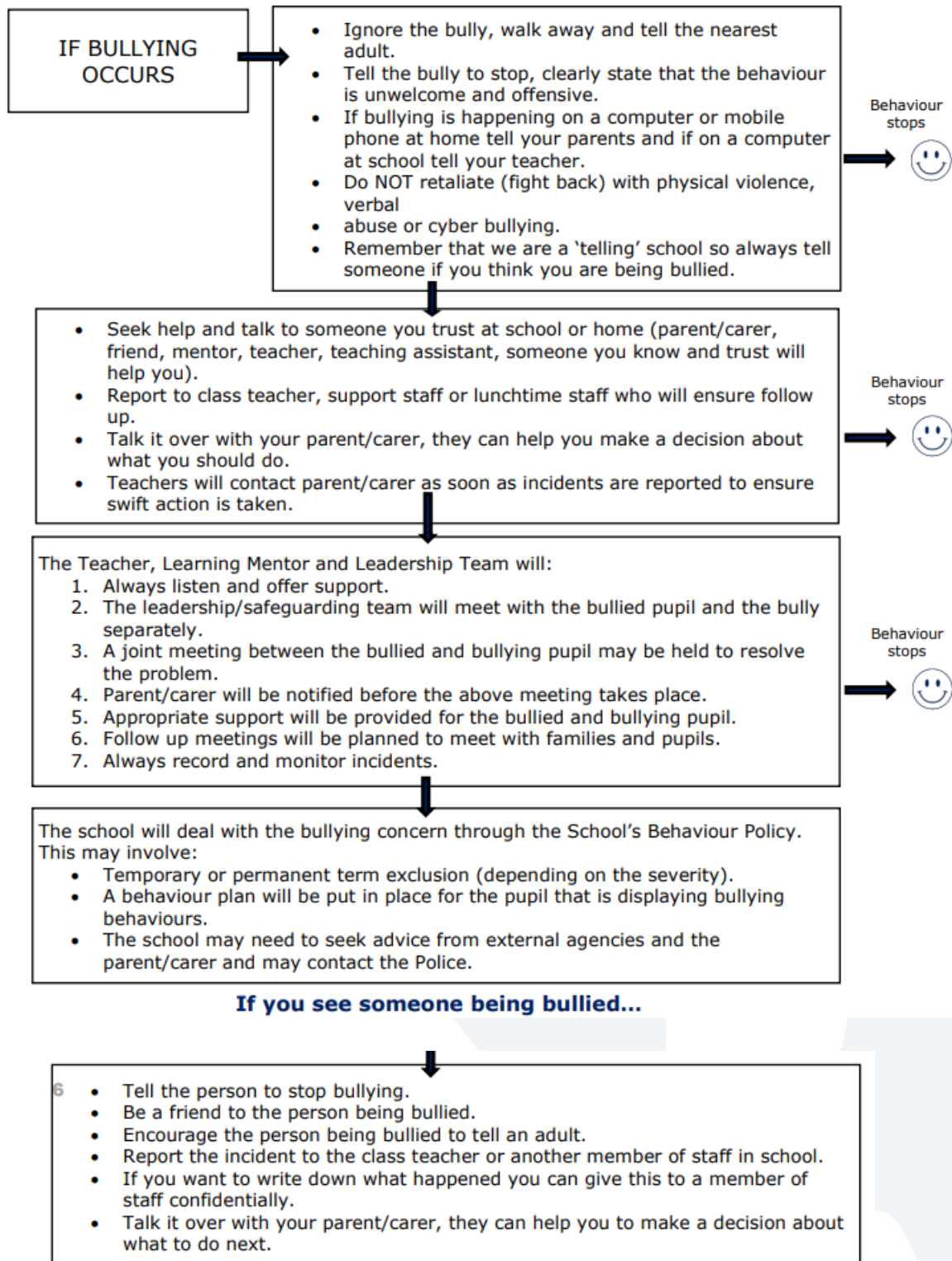
At Hateley Heath we are a ‘Telling School’ and all pupils are encouraged to talk about their worries to someone they can trust.



Worry Trees and Worry Monsters are found in classrooms and Miss Howells has a Worry Box outside her office.

Pupils are invited to share their worries- they can write these down or verbalise them. Staff follow this up by talking to the child to ensure that the appropriate support is given when needed. Parents/carers will be contacted if it is appropriate to do so and a meeting may be held with parents and school staff to discuss ways forward for the child.

Hateley Heath Academy – NO BULLYING FLOW CHART FOR PUPILS



- A behaviour plan will be put in place for the pupil that is displaying bullying behaviours.
- The school may need to seek advice from external agencies and the parent/carer and may contact the Police.

Responsibilities

Responsibilities of Parent/Carer	
Teach your child to stand up for themselves – by reporting incidents and not retaliation	Report any concerns to the teacher
Support school discipline	Listen to your children’s concerns
Be prepared to accept that your child might be the problem	Know and spend time with your child
Work on their character at home	Model respectful behaviour
Encourage children to problem solve	Talk to your child about any issues
Talk to your child about their day	Be a good role model for your child
Encourage children to do the right thing	Talk to your kids in a positive manner
Encourage children to find good in people	Support the consequences at school
Encourage your children not to bully	Children to understand there are 2 sides to a story
Listen and keep the communication lines open	Promote family values
Let the school know if your child is upset	

Responsibilities of Staff	
Teach and work by school values	Be consistent
Help pupils with problems	Take a NO tolerance stance to bullying
Investigate any reports	Have a good relationship with pupils and parents
Take care of pupils	Be approachable
Deal with bullying situations	Follow up any issues that are reported to you
Model positive behaviours	Be hyper-aware and always follow the school Relationships, Attitudes and Behaviour policy
Listen to pupil and parent concerns	Ensure pupils feel safe and secure
Encourage problem-solving	Be observant of relationships and how pupils are interacting
Responsibilities of pupils	
Tell your parents if you are being bullied	Be responsible
Help others	Show examples of good behaviour
Report any concerns to school leaders, teachers or other school staff	If you notice anything that is not right tell the teacher
Attempt strategies to problem-solve	Learn to stand up for yourself, be resilient
Respect each other	Don't stand by – TELL someone
INCLUDE others in your activities so no-one feels left out	Always tell the truth
Say "Stop it, I don't like it" – be strong!	Don't take 'NO' personally
Learn to say "NO" or walk away	Own up to your mistakes
Take control- say what you mean and mean what you say	Develop a conscience

Potential Signs of Bullying

Unwillingness to attend school	A pattern of vague headaches or stomach aches
Personal items or equipment have gone missing	Damaged clothing or bruising
Expressing threats to hurt self or others	Asking for extra pocket money or food
'Hiding' information on mobile phones or from social network sites	

IF YOU HAVE ANY CONCERNS RE: BULLYING AT SCHOOL, PLEASE BOOK AN APPOINTMENT TO MEET ONE OF OUR SAFEGUARDING TEAM.

Mrs R James – Head of School- DSL (Designated Safeguarding Lead)

Mr A Rogers – Associate Head Teacher

Miss L Howells – DDSL and Family Liaison Officer

Miss K Rathbone – DDSL

Mrs J Gill- DDSL

Mrs J Humphries – DDSL

USEFUL WEBSITES

<http://www.bullying.co.uk/>

<http://www.anti-bullyingalliance.org.uk/>

<http://www.antibullying.net/resourceswwwlinks.htm>

<https://www.childline.org.uk/Explore/Bullying/Pages/Bullying.aspx>

<https://www.kidscape.org.uk/>

<http://www.pacerkidsagainstbullying.org/kab/>

Anti-bullying Protocol

