



ANTI-BULLYING POLICY

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Remember that I commanded you to be strong and brave. So don't be afraid. The Lord your God will be with you everywhere you go² (Joshua 1:9)

As the harvest grows from the soil, Hayfield Cross came to life in 2015. From nothing, we have grown at the heart of our new community, persevering through challenge into a flourishing school. Guided by our Christian values the seeds of Joy, Integrity and Fellowship are planted as we instil this pioneering spirit in our children, challenging them through exciting learning to aspire to greatness in all that they do.

Hayfield Cross Anti- Bullying Policy

'Love the Lord your God. Love him with all your heart, all your soul, all your strength, and all your mind' Also, 'You must love your neighbour as you love yourself' Luke 10:27

Hayfield Cross stands against all forms of bullying and we expect all staff are to be committed to safeguarding and promoting the welfare of our children.

Aims of the Policy

- To support ethos in which attending school is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe while at school and encourage children to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support those who are bullying to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with children, parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.
- To ensure consistency in practice within the school community.
- To underpin the Christian ethos of the school.

Definition of Bullying

Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'.

(DfE: Preventing and Tackling Bullying)

- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Hayfield Cross recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised in our school as being a form of **child-on-child abuse***; children can abuse other children.
- Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".
- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Bullying can take place between children, between children and staff, between staff or by other adults. It may be by individuals or groups, face to face, indirectly or using a range of cyber bullying methods. It can happen in isolation or in the presence of others.

People who are victims of bullying frequently, but not exclusively, may be bullied as a result of:

- Discrimination because of their beliefs, race, religion or culture.
- Special educational needs or disability.
- Appearance or health conditions.
- Sexual orientation.
- Gender.
- Home circumstance including looked-after-children and young carers.

**Child-on-Child Abuse is most likely to include, but may not be limited to:*

- *Bullying (including cyberbullying, prejudice-based and discriminatory bullying)*
- *Physical abuse such as hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm (this may include an online element, which facilitates, threatens and/or encourages physical abuse)*
- *Abuse in intimate relationships between peers*
- *Sexual violence and sexual harassment*
- *Causing someone to engage in sexual activity without consent*
- *Upskirting, which typically involves taking a picture under a person's clothing without their permission, to obtain sexual gratification or cause the victim humiliation, distress or alarm*
- *Consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery)*
- *Initiation/hazing type violence and rituals, which could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group, and may also include an online element*

Inclusion

Every person in our school is entitled to expect equality of protection from bullying as well as protection and procedures designed to ensure that the school remains a safe environment in which to teach and learn.

Our school expectations are that everybody should be:

- **READY to learn**
- **SAFE**
- **RESPECTFUL to our school and others**

Bullying would be against these rules as it would not be respectful and also make the victim not feel safe. At Hayfield Cross Church of England School, we do all we can to eliminate bullying behaviour because we know that it takes away these rights. The whole school community will respond to any incident of bullying behaviour in order to protect the rights of all.

School Statement of Intent

Hayfield Cross believes that:

- **Bullying is unacceptable.**
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the school community will be listened to and taken seriously.
- Bullying prevents children achieving to their full potential and affects standards of achievement and aspirations.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- Everyone has a responsibility to ensure that they do not abuse or bully others.
- Children should be encouraged to seek support in school if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Children should be involved in decision making about matters that concern them.
- Everyone has a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

School Protocol for Dealing with Reported Incidents of Bullying

- Staff will ensure that it meets the criteria as a bullying incident and be clear about this to the person reporting it. If it is not defined as 'bullying' it will still be taken seriously and the appropriate investigation and action taken. At Hayfield Cross we recognise that small incidents can escalate into bullying and are proactive in preventing this from happening.
- The behaviour policy MUST be followed at all times.
- Any reports of bullying will be reported directly to the Headteacher and the Senior Leadership Team if they are not already involved.
- A full investigation of the events will be undertaken IMMEDIATELY to determine the facts. Once this evidence is gathered then agreed actions with the HT and SLT will be made.
- A record of all reported incident(s) will be logged using MyConcern (electronic safeguarding record system). If it is classed as 'bullying' a bullying incident form will be completed (see appendix 2). This will be kept centrally by the Headteacher and uploaded onto MyConcern.
- If the report is made by a child, once the facts are established, their parents will be contacted and it will be explained what has occurred and the actions the school is taking.
- If there has been an incident of bullying the parents of the perpetrator(s) will be contacted and the actions taken and consequences will be explained.
- The parents of the victim(s) will be contacted regularly (as appropriate) afterwards to monitor the situation.
- All incidents of bullying, racial or hate incidents are reported to the Governing Body as part of the Headteacher's Report (3x Yearly). Governors will hold the school to account to ensure the policy is followed and all incidents of bullying, racial and hate incidents are dealt with effectively and appropriately.
- Any bullying incidents will be checked regularly by SLT and any further incidents will be monitored and recorded to ensure that any reoccurrence is dealt with swiftly.

Confidentiality

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to children. Safeguarding procedures must be followed when any disclosures are made. It is very rare for a pupil to request absolute confidentiality. If they do, staff must make it clear that in order to deal with bullying action must be taken to keep them safe.

Staff will judge based upon:

- The seriousness of the situation and the degree of harm that the pupil may be experiencing.
- The pupil's age, maturity and competence to make their own decisions.
- Where it is clear that a pupil would benefit from the involvement of a third party, staff should seek consent of the pupil to do so. If appropriate, staff might inform the third party together with the pupil. Unless clearly inappropriate to do so, children will always be encouraged to talk to their parent/carer.
- An underlying principle in supporting children in our school is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously.
- Although the school cannot guarantee confidentiality children will be informed of national and local helplines, if appropriate, where confidentiality can be maintained.

Monitoring Arrangements

This policy will be evaluated and updated where necessary annually by the Governing Board. The views of children, parents and staff may be gathered in order to make changes and improvements to the policy where necessary.

The Senior Leadership Team and governors will, on an annual basis, analyse the school's anti-bullying data, identify trends and evaluate the effectiveness of anti-bullying strategies.

Appendix 1 – Further Information

Role of pupils and staff in reporting and recording a bullying incident involving pupils

We take the view that everyone has a responsibility to report incidents of bullying or to share their concerns with a member of the school community. At this school, we follow the school guide to reporting and dealing with bullying incidents.

Guidance for pupils

If you are being bullied;

- Remember it is not your fault.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.
- All bullying is wrong and you do not have to stay silent about it.
- Tell an adult or somebody you trust about what has happened straight away.
- Adults in school have a responsibility to give you help and support around bullying.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.

When you are talking to an adult about bullying be clear about;

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

If you experience bullying by mobile phone, text messages or e-mail;

- Don't retaliate or reply.
- Save the evidence do not delete anything.
- Make sure you tell an adult who you trust.
- Contact your service provider or look at their website to see where to report incidents.
- Be careful who you give your mobile phone number or e-mail address to.
- Make a note of exactly when a threatening message was sent.

Guidance for parents/carers

If your child has been bullied:

- Calmly talk with your child about his/ her experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/ she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to an adult in school immediately.
- Make an appointment to see your child's Class Teacher.
- Explain to the teacher the problems your child is experiencing.

When talking with members of staff about bullying:

- Try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.

- Stay in touch with the school and let them know if things improve as well as if problems continue.
- Remember it is not appropriate for staff to tell you about what is happening with other children or discuss their consequences with you. They should however, let you know that the procedure as set out in this policy has been followed, that parents have been informed and that appropriate action has been taken.

If you are not satisfied:

- Check with the school anti-bullying policy to see if agreed procedures are being followed.
- Make an appointment to discuss the matter with the Headteacher and keep a record of the meeting.
- If this does not help, follow the complaints procedure as set out in the schools 'Complaints Policy'. Write to the Chair of Governors explaining your concerns, detailing what action you have taken so far and why you are not satisfied with the action the school has taken.
- Following this if you require any further support then please contact the Local Authority.

If your child is displaying bullying behaviour towards others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's Class Teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/ she is cooperative or kind to other people.

If your child is experiencing any form of cyber bullying:

- Ensure your child is careful whom they give their mobile phone number and email address to.
- Check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages.
- If the bullying involves a pupil from school contact the school to report this.
- Contact the service provider to report the incidents.
- If the cyberbullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

[Consequences](#)

It is important for all schools to be open and transparent in the consequences used for bullying incidents. This school has procedures to follow in implementing consequences where a bullying incident has occurred (This is documented in our behaviour policy). These consequences are applied in appropriate proportion to the event.

In the event of all other avenues being exhausted, or in particularly serious cases this may lead to exclusion.

[Guidance for staff experiencing bullying](#)

The responses may be broadly similar or vary greatly to the response chart if it is an adult being bullied. If you are experiencing bullying as an adult:

If you feel you are being bullied within school by other staff or leaders:

- Refer to the staff grievance policy
- Seek advice and information from your union.

- Share your concerns with a trusted colleague.
- Make a record of all incidents and date them.
- If you feel your situation is not being resolved, then you should follow the school's formal procedures as adopted by the Governing Board.

If you feel you are being bullied by other adults, parents or pupils:

- Report your concern to the Headteacher (or another senior leader who you feel comfortable sharing this with who can pass this on for you).
- Make a record of all incidents and date them.
- Agree the actions with the Headteacher to move forwards.
- If you feel your situation is not being resolved, then you should follow the school's formal procedures as adopted by the Governing Board through the staff grievance policy.

SECTION B: ACCOUNTS OF THOSE INVOLVED

Alleged perpetrator(s) account of the incident

Name(s)	Age	Year Group	Class
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Bystanders'/witnesses' accounts of the incident

Name(s)	Age	Year Group	Class
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Parents/carers of alleged perpetrators informed:

Date:

Time:

SECTION C: ACTION TAKEN

Details of immediate action taken:

Monitoring of action taken and details of follow up and longer term action taken: