



H.E.C.T. Anti-Bullying Policy

Principles

We are committed to providing a safe and supportive environment for all our pupils, allowing all to learn in an atmosphere free of intimidation denigration, violence and discrimination. Bullying is not acceptable or tolerated within such an environment and the Trustees will be determined that any bullying allegations are responded to swiftly; thoroughly investigated and if substantiated, dealt with efficiently and robustly.

Aims of this policy

1. To set out a definition and examples of what might be termed 'bullying behaviour'.
2. To broadly identify how the School might respond to the aggressor and victim.
3. To indicate how information about bullying might be disseminated to pupils, staff, Trustees and other stakeholders.
4. To broadly indicate systems whereby staff and pupils will be trained to recognise and respond to bullying.
5. To outline the broad principles relating to monitoring and dealing with incidents of bullying.

What is bullying behaviour?

We define bullying as a repeated or persistent attempt by one person or group to exert control in an anti-social and detrimental way over another person or group. Bullying behaviour is unpleasant and involves dominance and abuse of power. It is often but not necessarily pre-meditated and 'one way' rather than an exchange. Bullying usually forms a sustained pattern of behaviour rather than being an isolated incident. As there are many forms of bullying, our policy is to examine each incident individually and decide on the appropriate action in each case. Examples of the major different types of bullying are listed below:

- Physically hurting someone else
- Making threats
- Sending hurtful or threatening emails, text messages or through 'posts' on social media sites
- Stopping someone from walking past
- Making someone give you money
- Getting people into trouble for something they did not do
- Frightening another person
- Deliberately cutting people out of conversations or refusing to talk to them
- Verbal abuse
- Making hurtful personal remarks
- Making racist, sexist or homophobic comments
- Calling people names because of their religion

- Interfering with other people's property

Where can bullying happen?

Bullies often hide their behaviour and make threats. It can happen:

- On the way to or from school
- In the playground
- In the toilets
- In the classroom or corridors
- In the school hall / gym
- Over the Internet/using social media.

Symptoms of children being bullied

- Fall in attendance due either to illness or truancy
- Truancy from particular lessons
- Drop in the standard and amount of work being carried out by a child
- Child appears withdrawn or depressed
- Noticeable change in the behaviour of a child
- Unfavourable changes in friendship groups
- The child not wishing to sit near another child
- The child being fearful of moving around the school alone

The Law

While there is no legal definition of the term bullying, it is important to bear in mind that many behaviours which, in the school context, are called bullying, may be defined in law as threatening behaviour, criminal damage, theft, assault, sexual harassment or racial harassment. It is the right of pupils and parents to report such incidents to the police.

School Guidelines

The school will take seriously allegations of bullying and investigate these, keeping records appropriately. We will strive to communicate appropriately with parents/carers of the aggressor and the victim.

How we may deal with the bully

- Ask them to apologise to the victim
- Keep them in during break time
- Change seating in a classroom
- Restrict the area they are allowed to be in, during School
- Contact parents to ask for their intervention
- Involve the police
- Exclusion

- Permanent exclusion.

How we deal with the victim

- They are encouraged to come forward to tell us about bullying issues and are supported in the process
- We will listen and investigate what is reported
- Pupils and parents will be encouraged to contact the Police and support agencies if appropriate
- The pupil will be encouraged to reconcile with the bully if appropriate

How we try to deal with bullying issues and general / preventative measures

- Ensuring a senior member of staff has overall responsibility for overseeing 'anti-bullying' and maintaining a central log of incidents
- By empowering parents to come forward to discuss any concerns
- By directing resources to supervising pupils around the school
- Creating a 'tell an adult immediately' culture in the School
- Periodic staff training to recognise the signs and symptoms of bullying and how to deal with bullying
- Staff to log all reports of bullying incidents and the subsequent investigation

The senior member of staff responsible is the Headteacher, Michalis Ellinas.

Approved by the school Trustees 24th June 2020