



HEBDEN GREEN COMMUNITY SCHOOL



Anti-Bullying Policy

Written by	Reviewed by	Ratified by	Ratified on	To be reviewed	Status
Stacey Sawicki	Stacey Sawicki	Full Governing Body	October 2023	October 2026	School

Overview

This school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

Aims and purposes of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our students by society when they leave school and enter the world of work or further study.

We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

Related policies are:

- Safeguarding and Child Protection Policy
- Online Safety Policy
- Behaviour Policy

- RSHE Policy

Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

The nature of bullying can be:

- Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
 - Attacking property – such as damaging, stealing or hiding someone's possessions
 - Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Psychological – such as deliberately excluding or ignoring people
- Cyber – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- Race (racist bullying)
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people

No form of bullying will be tolerated and all incidents will be taken seriously.

Reporting bullying

Pupils who are being bullied: If a pupil is being bullied, they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

Report to a teacher or trusted professional in school e.g., teaching assistant

Report bullying by:

Emailing head@hebdengreen.cheshire.sch.uk
Phoning 01606 594221

- Call ChildLine to speak with someone in confidence on 0800 1111

All reports of bullying will be reported to the Designated Safeguarding Lead and school Safeguarding team who will work with pupils, staff members and families. Where there is a need, they will also escalate.

Staff: All school staff, both teaching and non-teaching (for example midday assistants, Site team, administrative team) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's efforts to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform the safeguarding team. The Designated Safeguarding Lead is the school's anti bullying lead.

Senior Leadership Team: The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. The Designated Safeguarding Lead is the Deputy Head teacher for Safety and Wellbeing. All of the Senior Leadership team are members of the school Safeguarding team.

Parents and Carers: Parents and Carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should tell their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office and asking to talk to the Designated Safeguarding Lead or a member of the school Safeguarding team.

Pupils: Pupils should not take part in any kind of bullying and should watch out for potential signs of bullying among their peers. They should never be bystanders to incidents of bullying. If pupils witness bullying, they should support the victim, encourage them to report the bullying and, if possible, accompany them to tell a trusted adult.

Responding to bullying

When bullying has been reported, the following actions will be taken:

- Support will be offered to those who are the target of bullying from the class team
- in school, from targeted support e.g. Wellbeing mentor, or through an external/clinical referral
- Staff will pro-actively respond to the bully, who may require support from the class team, targeted services e.g. Wellbeing Mentor or external services
- Staff will work closely with parents/carers
- Staff will record the bullying on CPOMS after action has been taken in liaison with the Safeguarding team and Designated Safeguarding lead
- The Designated Safeguarding Lead will review CPOMS daily
- The Safeguarding Team will review actions weekly
- Safeguarding Supervision between the Head teacher and Designated Safeguarding lead will enable a review and evaluation of actions
- The Designated Safeguarding Lead will formally review incidents termly to Governors
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly where actions take place outside of school

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on students' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using CPOMS.

Generative artificial intelligence (AI)

Artificial intelligence (AI) tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard. Hebden Green recognises that AI has many uses to help pupils learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real.

Hebden Green will treat any use of AI to bully pupils in line with our anti-bullying and behaviour policy

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Safeguarding Notice Boards to show where staff and pupils can access support
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.

- Structured pastoral time to allow for discussion
- Consistent staffing and accurate knowledge of the range of needs of pupils within the school
- Consistent use of communication aids to enable discussion
- Whole school and key stage assemblies to raise awareness of bullying
- Online Safety awareness bulletin (incorporates cyber-bullying) for staff as part of a rolling programme
- Specific activities for parents and staff to raise awareness of bullying
- Targeted use of specialist staff to work with pupils and families
- PBS Plans
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-bullying week, Black History Month and LGBT History Month
 - The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
 - Using and following the Safeguarding procedure established within school, led by the DSL and Safeguarding team

Training

The head teacher is responsible for ensuring that all school staff, both teaching and non-teaching receive regular training on all aspects of the anti-bullying policy as part of the whole school rolling programme of CPD.

Monitoring and reviewing

The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with students.