



Heron's Bridge School

Policy: Anti-Bullying Pupils

As a Rights Respecting School, we are committed to embedding the principles of the United Nations Convention of the Rights of the Child (UNCRC). This policy enables our pupils to access and enjoy the following articles of the convention.

Article 1-Every child under the age of 18 has all the rights in the convention

Article 2-All children have these rights

Article 19-I have the right to be protected from being hurt or badly treated

Article 29-Education must develop every child's personality, talents and abilities to the full.

Article 31-I have a right to relax and play

Article 34-Nobody should touch me in ways that make me feel uncomfortable, unsafe or sad

Article 42-Every child has the right to know their rights

Adopted 6/11/2013

Last Reviewed 11/2025

Next Review 11/2027

Introduction

The anti-bullying policy has been developed to promote a positive, stimulating and safe learning environment for our pupils at Heronsbridge School. It endorses our core values of Wellbeing, Independence, Sustainability and Opportunity.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

This policy should be read in conjunction with:

- Child Protection and Safeguarding policy
- Positive Behaviour Support policy
- Digital Safety policy
- Relationships and Well-being policy
- Relationships and Sexuality Education in Schools policy
- Keeping Learners Safe: The role of local authorities, governing bodies and proprietors of independent schools under the Education Act 2002

Equality and Diversity

This policy will be applied consistently to pupils regardless of their disability, gender, gender identity, sexual orientation, faith background or personal circumstances. Respect for these differences will be considered as an important part of the whole school ethos.

Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, usually repeated over a period of time where it is difficult for those being bullied to defend themselves. However, it can also occur as a one-off incident where a victim has been left traumatized and nervous for future re-occurrence.

The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyber (The use of social media, mobile phones and apps to cause an individual emotional upset)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

The school will ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy. Pupils must be encouraged to report bullying in school.

All staff working with Heronsbridge pupils must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Head teachers have a legal duty under the "Rights, Respect, Equality: Statutory guidance for governing bodies of maintained schools" (November 2019) to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

The school will raise the awareness of the nature of bullying through Relationships and Sexuality Education (RSE), work with the School Police officer, time with teachers, assemblies and curriculum content as appropriate.

Cyber bullying

Cyber bullying is any form of bullying which takes place online or through smart-devices. This can affect both staff and learners in school. If you feel that you or someone else is subject to cyber bullying by colleagues, then this action must be reported using the agreed school protocols.

The school's curriculum teaches learners to be safe and responsible digital citizens. Learners are made aware of who to talk to if they feel they are a victim of cyber bullying. The school provides opportunities to support families and carers with e-safety issues throughout the year.

Any cyber bullying issues that arise during school hours will be dealt with in accordance with the school's protocols and policies, whether relating to staff or learners.

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the head teacher.
- Incident will be logged in line with the school behaviour policy using Behaviour Watch.
- The head teacher will interview all concerned and will record the incident.
- Class Teachers will be kept informed.
- Parents will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned.

Pupil Involvement

- The school will regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure pupils know how to express worries and anxieties about bullying.
- The school council will help to share information regarding bullying and who to speak to if there are concerns about bullying

Pupils who have been bullied will be supported (where appropriate) by:

- Offering an immediate opportunity to discuss the incident with the class teacher or member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.
- If needed, pupils concerned will be offered further support via the Pupil Support Team

Pupils who have bullied will be helped (where appropriate) by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.

- Informing parents or guardians to help change the attitude of the pupil.
- If needed, pupils concerned will be offered further support from the Pupil Support Team.

The following disciplinary steps can be taken:

- Official warnings to cease offending.
- Appropriate sanctions or behaviour strategies if needed and recording of incidents using Behaviour Watch.
- Exclusion from certain areas of school premises.

Liaison with parents and carers

The school will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.