

# **Hulme Hall Grammar School**

## **Anti-Bullying Policy**

This is a whole school policy and also refers to the Early Years' Foundation Stage (EYFS)

### **Principles**

The School is committed to providing a caring, friendly and safe environment for all pupils and staff so that learning and teaching can take place in a relaxed and secure atmosphere.

Any form of bullying behaviour will not be tolerated.

Bullying is defined as the intimidation or harassment of a person or persons against their will by means of any form of verbal, mental or physical abuse, to include racial, religious, cultural, sexual/sexist, homophobic, specific learning difficulty, disability or cyber (mobile phones, texts, social networks and email).

### **What to do ?**

Any person subjected to, or any person who suspects any aspect of bullying behaviour, must inform the person in charge immediately.

All claims of bullying behaviour must be reported to/by the person in charge promptly and efficiently.

Any adult (defined as parent, teacher or member of staff) who witnesses bullying behaviour has a duty to report it to the Headmaster, SLT, Head of Year or Teacher in Charge without delay.

All reported incidents of bullying should be;

- (a) referred to the Headmaster or SLT and investigated. The Headmaster or SLT, will interview the victim, witnesses and alleged bully and a written record will be made to enable any patterns to be identified.
- (b) recorded in the pupils' personal files and the Year Head's Pastoral File.

\* For Nursery – Year 6, the Head of Juniors will investigate the matter and forward a written report, with recommendations, to the Headmaster.

The parents of all pupils involved (ie, alleged victims and perpetrators) are to be informed on the day of the disclosure in person or by any other means of communication.

### **Seriousness of Bullying**

The potential for bullying to cause serious psychological damage or in extreme cases, suicide, must not be underestimated. Whilst bullying is not a specific, criminal offence, there are criminal laws which apply to harassment and threatening behaviour.

## **Sanctions**

If a reported incident of bullying behaviour, upon investigation is proven:-

- (a) the parents are to be informed on the day of conclusion;
- (b) the incident details are to be recorded in the pupil's personal file;
- (c) in the first instance the sanctions are:-
  - (i) Pupils in Nursery – Year 6 will be excluded from outdoor play on that day by the Head of Juniors and for a period at the discretion of that member of staff.
  - (ii) Pupils in years 7-11 will be placed in detention on that day and also isolated at break times for a period deemed appropriate by the Headmaster/SLT.

In addition, in all cases, pupils will be warned that such behaviour is unacceptable.

- (d) victims will be monitored to ensure that there are no adverse effects of the bullying and that the bullying has stopped.

If the bullying behaviour continues, the identified and proven aggressor will be subjected to the punishments outlined in the discipline policy as decided by the Headmaster or SLT.

Incidents will be recorded in the pupil's file. Parents of the pupil involved will be informed immediately. The pupil will be monitored closely using the Anti-Bullying Report system (stages 1 & 2).

Where no improvement in the bullying behaviour takes place, the school reserves the right to request that the pupil be withdrawn from the school, effective immediately. If this is refused, the Headmaster will exclude the pupil permanently from the school. (See also exclusion and appeals review procedures).

## **Counselling**

Pupils who are consistently the victims of bullying behaviour will be given support and assistance to develop positive strategies and self-assertion; pupils found guilty of bullying will also be given support and assistance to change their behaviour.

## **Use of the Curriculum**

The Curriculum, mainly through the CPSHE programme, will be used to:

- raise awareness about bullying and the anti-bullying policy;
- increase understanding for victims and help to create an anti-bullying ethos;
- teach pupils how to constructively manage their relationships with each other.

School assemblies provide an effective forum for highlighting such issues. The curriculum generally may be used to reinforce the anti-bullying approach.

## **Training**

Staff will be trained in:

- how to detect suspected bullying
- strategies in the classroom and playground to identify or prevent bullying
- strategies to deal with bullying
- working with all parties including parents.

**Review of this policy**

This policy will be reviewed annually by the Headmaster and/or in the light of any incident that may occur related to bullying. Part of the review will involve consideration of instances of bullying during the year, any trends and actions that the school can take to prevent bullying in the future.