



The Hurlingham Academy
The best in everyone™
Part of United Learning

Anti-Bullying Policy



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1. INTRODUCTION

At The Hurlingham Academy we believe that every child has the right to feel safe and secure to learn in an environment where bullying is not tolerated. We aim to create and maintain an ethos in which students feel safe to report bullying and confident in our ability to deal with bullying quickly and effectively. We aim to take all claims of bullying extremely seriously, resolve individual issues promptly, fairly and with a view to teaching positive behaviors for the future.

The aim of our anti-bullying policy is to ensure that students learn in a supportive, caring and safe environment without fear of being bullied.

2. WHAT IS BULLYING?

2.1.1 Bullying is defined as deliberately hurtful behavior, normally repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying is characterized by intimidation where the bully has power over another person; it does not have to be repeated with the same victim to be bullying. Bullying can be invisible and silent; it can socially isolate victims. Bullying is sustained, deliberate and targeted. However bullying may also be a one off incident where the effect of one person's actions on another causes distress. Bullying may also be as a direct or indirect result of a group of individuals contributing to the physical and or emotional distress of one or more individuals

2.1.2 Bullying can:

- a) be motivated by prejudice against particular groups, for example, on grounds of special educational need, race, gender, religion and belief, sexual orientation, disability.
- b) physical (e.g. hitting, kicking, theft, extortion, deliberate damage to property)
- c) verbal (e.g. name calling, racist, homophobic and other discriminatory remarks)
- d) Indirect (e.g. spreading rumours, social exclusion, use of the internet, use of mobile devices, cyber-bullying).

3. STATUTORY FRAMEWORK AND OTHER GUIDANCE

3.1 This policy complies with all advice and legislation contained within:

- DfE Guidance 'Preventing and Tackling Bullying' March 2014
- DfE Guidance 'Behaviour and Discipline in Schools' July 2013
- DfE Guidance 'Safe to learn; embedding anti-bullying work in Schools'

3.2 There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst students. These measures must be part of the school's behavior policy which must be communicated to all students, school staff and parents;
- gives head teachers the ability to discipline students for poor behaviour that occurs even when the student is not on school premises or under the lawful control of school staff.

3.3 Other relevant legal frameworks that this Policy adheres to:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Education Act 2011
- School Standards and Framework Act 1998
- Independent School Standard Regulations 2010

3.4 Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003 and the Public Order Act 1986.

4. LINKS TO OTHER POLICIES

4.1 The Anti-Bullying Policy should be read in conjunction with the following areas of academy policy:

- Equal Opportunities Policy
- Behaviour Policy
- Admissions Policy

5. ANTI-BULLYING PRINCIPLES

5.1 The following framework underpins the Anti-Bullying Policy at The Hurlingham Academy, which:

- Ensures that perpetrators of bullying have appropriate sanctions, and take responsibility for their actions;
- Is fair, open and transparent;
- Ensures that the school community is safe, nurturing and focused on learning;
- Explicitly teaches tolerance and respect for others;
- Puts learning at the centre of every decision

6. ROLES AND RESPONSIBILITIES FOR IMPLEMENTATION

Students	<p>Report any suspicion of bullying to an adult immediately either in person or via the ePraise reporting system online; Walk away from any potentially dangerous or threatening situation and tell an adult immediately; Treat everyone in the School community with respect, and be mindful of others' feelings.</p>
All staff	<p>Be alert to signs of bullying, including a change of pattern in behaviour (including friendship groups), attendance, punctuality, achievement, contributions in lessons and around the academy; Be available for children to talk through issues with on the same day or report to someone who is available where this is not possible; Be mindful of seating plans, and groupings in lessons and activities that might lead to bullying; Be proactive on all duties, and noticing any children who seem isolated or withdrawn; Pass on concerns or issues immediately to the relevant pastoral leader; Use the Behaviour policy consistently at all times; Use any opportunity to reinforce expectations about positive behavior and good relationships; Where requested investigate an incident of bullying fairly, expediently and without bias;</p>
Assistant Vice Principals for KS3, KS4, Behaviour and Safeguarding	<p>Be responsible for ensuring all incidents of bullying are investigated in a timely and fair manner, and that appropriate action is taken; Monitor the Anti-Bullying Policy annually; patterns bullying, incidents relating to bullying; Present annual report to SLT; Be responsible for gathering feedback from students about personal safety and bullying, in order to refine policy and practice; Maintain communication and bullying logs; Ensure all staff are trained.</p>
Curriculum Leader for PSHE	<p>Be responsible for ensuring the relevant PSHE curriculum areas are taught in class, through assemblies and through the wider curriculum offer.</p>
SLT member for Parental Engagement	<p>Ensuring the 'Anti-Bullying' is on the agenda at Parents' Forums at least twice per year; Collating parent voice feedback about student safety and bullying, in order to refine policy and practice.</p>
Executive Principal	<p>Overall responsibility for safety and care of all students (in the academy and outside the gates); Responsible for ensuring all staff are trained in all aspects of the Anti-Bullying Policy; Ensure that staff are on duty in all areas of the academy at breaks/lunches/before and after school, in order to prevent opportunities for bullying to occur; Ensure that parents are clear about their role within this Policy; Ensure that feedback from staff, parents and students is used to refine policy and practice.</p>

Parents	<p>Notice any signs that a child might be subject to bullying. These could include:</p> <ul style="list-style-type: none"> - regularly feeling unwell in the morning, and being reluctant to go to school - money or possessions going missing - asking for more pocket money for no particular reason - unexplained cuts or bruises - a sudden and sustained change in behaviour e.g. becoming tearful, bad tempered or unhappy - a change in sleeping patterns - a change in friendship groups, or a reluctance to talk about friends
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7. IMPLEMENTATION

A: Prevention

- 7.1 The Hurlingham Academy is an inclusive, safe environment where any form of discrimination is opposed. The consistent application of the School's Behaviour policy ensures that all children have an equal and fair chance to thrive and learn in an atmosphere of respect and dignity.
- 7.2 We expect the entire community of The Hurlingham Academy to be united in our drive to eradicate all forms of bullying. We recognise that prevention and education is the most positive and effective means of eliminating bullying from our community.
- 7.3 At The Hurlingham Academy, we praise positive behaviour and recognise and promote examples of caring, co-operative relationships. We are role models in all that we do, and demonstrate our respect for every member of the community through every interaction every day.
- 7.4 We explicitly teach positive behaviour and attitudes of respect, care and tolerance through our PSHE curriculum, assemblies and events.

B: Intervention

- 7.5 Children must recognize that the academy will not tolerate bullying. Any reported incidence of bullying must be investigated swiftly, robustly and impartially.
- 7.6 When an incident of bullying is reported we:
- make it easy for students to report bullying including bullying which may have occurred outside of school, by being clear that students can report bullying to any member of staff without fear of further bullying or discrimination
 - take any report of bullying seriously and investigate it thoroughly
 - implement sanctions for any student found to have bullied another student. This might include loss of privileges, detention, external

exclusion, depending on the nature, severity and context of the bullying (see the Behaviour Policy)

- work with perpetrators using a restorative justice approach to help them to take responsibility for their actions, to repair the harm done and to ensure there is no repetition
- work closely with the parents/carers of the perpetrator, and inform them of the outcome of the investigation
- support the victims of bullying, by for example, making sure there is an adult who is their first point of contact to express ongoing concerns, and use interventions such as a counsellor or mentoring , where appropriate
- record all instances of bullying in line with the Behaviour policy, and identify and respond to patterns of bullying at the weekly Inclusion Panel meetings.

7.7 If we feel that an offence may have been committed, the police will be informed by the Principal.

7.8 A bullying incident is addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering or is likely to suffer, from significant harm' (Children Act 1989).When this is the case, the Safeguarding Officer will follow the procedures outlined in the Child Protection Policy.

7.9 Where bullying outside the school is reported to staff, it is investigated and appropriate action taken.

Date of last review	September 2016	Review period	1 year
Date of next review	September 2017	Author	Esther Venegas
Type of policy	Statutory	Approval	LGB
Anti-bullying appointed person	Ms E Venegas		