

Heathfield Schools' Partnership

Anti-Bullying Policy

Commitment

At Heathfield, we have a strong commitment to keeping children safe at all times, both when they are in school and out of school. Children and staff work together to identify and eliminate bullying in all of its forms. Our Pupil Voice have expressed their commitment to preventing bullying, as follows:

Bullying is when one person, or a group does, says or writes something that you don't like and can't stop. We know that bullying can happen but we also know it's okay to say no and make it stop. There is zero tolerance of bullying at Heathfield and we have the right to speak out about it. (Pupil Voice).

Objectives

- To ensure that the school's inclusive ethos and celebration of diversity remains at the heart of all its work.
- To ensure that all staff take incidents of bullying seriously and understand their responsibilities towards all children involved.
- To provide support for victims of bullying.
- To work closely with the families of pupils involved in bullying incidents.
- To educate pupils so that they have a clear understanding of:
 - what constitutes bullying
 - who they should talk to if they have concerns
 - how the school resolves conflicts and incidents of bullying.

Definition

Bullying is defined as the continual or systematic intention to hurt, frighten or intimidate another person, rather than an isolated incident of unkindness. Bullying can target an individual or group of children and includes prejudice-based bullying related to special educational need, sexual orientation, gender, family background, race, religion, belief or disability. It can involve name calling, spreading rumours, threatening or undermining someone, deliberately excluding someone or physically hurting them. It can happen anywhere, including at school, at home or online. Bullying that happens online, using social networks, games and mobile phones, is called cyberbullying.

Peer on Peer Abuse, although dealt with as a safeguarding concern, is also covered by our Anti-Bullying Policy. Peer on peer abuse can include bullying (including cyberbullying), domestic abuse within young people's relationships, upskirting, child sexual exploitation (CSE), harmful sexual behaviour (HSB) and serious youth crime and violence. Suspected cases of peer on peer abuse are referred to outside professionals (the Police and/or Children Social Care) for advice and/or intervention.

Procedures

- All reported incidents are taken seriously and followed up promptly by senior members of staff.
- Investigations into suspected bullying always involve conversations with all children involved, so that all views are heard.
- Support is offered to all pupils involved, as appropriate. This may include additional supervision (e.g. a break times), ELSA support, therapy, buddying with another child or other support.
- Sanctions are issued, where appropriate.
- A bullying form (hard copy) is completed by the adult(s) involved and returned to the Deputy Head.
- Parents of all pupils involved are informed of the outcomes of the school's actions.

Please also see Safeguarding Policy (September 2019) and KCSIE (September 2019)

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