



## HILLSIDE JUNIOR SCHOOL ANTI BULLYING POLICY

### Definition

Bullying is the intentional desire to hurt, to threaten or to frighten someone else or discriminate against someone. To do this, the bully exercises some form of power over the victim. Both the power and the bullying actions can be difficult to recognise as bullying is often subtle and kept hidden from adults.

### Types of bullying

There is no clear image of bullying behaviour or of a bully type. Some children tend to use threats of violence or actual physical intimidation, while others might prefer verbal malice, exclusion of the victim or the setting of others against their chosen victim. Cyber bullying is another form either by using the internet or mobile phones. Stealing from a child may be bullying.

- \* All bullying is aggression, be it physical, verbal or psychological, although not all aggression is necessarily bullying. Some bullies are also the victims and sometimes victims become bullies themselves.

### Recognising bullies

- \* Bullies tend to have assertive, aggressive attitudes over which they exercise little control.
- \* Bullies tend to lack empathy; they find it hard to imagine what the victim feels.
- \* Bullies may lack guilt; they rationalise that the victim either 'started it' in the first place, or somehow 'deserves' the bullying treatment.

### Dealing with bullying incidents

When dealing with bullying incidents we should;

- \* Listen carefully to any child's complaint and take any incident or report seriously.
- \* Take charge yet remain calm; reacting emotionally is likely to add to the bullies enjoyment and give the bully greater control of the situation.
- \* Take action as quickly as possible.
- \* Decide who are the pupils involved and whether any action needs to be public or private.
- \* Reassure the victim, so they feel neither inadequate nor foolish.
- \* Offer the victim concrete advice and support.
- \* Make it absolutely clear to the bully that their behaviour is unacceptable.

- \* Encourage the bully to see the victim's point of view and how to change their own behaviour with relevant support.
- \* Explain clearly if a sanction is being given, without reacting aggressively or punitively as this might give the hidden message that it is all right to bully if you have the power.
- \* Be vigilant in watching out for aggressive behaviour in class and at break times, in order that a situation doesn't get out of hand and so that potential bullying can be recognised and avoided.
- \* All incidents should be reported to the class teacher who will decide if it needs to go further, and will log the incident on the school's system.

When dealing with a bullying incident the class teacher should be informed and, if the incident is deemed more serious, they should inform the Team Leader and/or the Headteacher or deputy head. A Code 2 should be issued if it is deemed serious enough and the parents of the bully informed.

In the case of cyber bullying the parents will be informed and if it is in the form of an email the child's school account may be blocked.

### **Parents**

For some pupils bullying behaviour is condoned and legitimate in their out of school world, where strength is often shown through verbal or physical bullying. Some children believe that they should 'stand up for themselves' or get their retaliation in first. These children often display a lack of acceptance of the seriousness of their actions. A number of children deliberately mislead their parents about their behaviour at school in order to avoid trouble or to generate blanket parental support. Some bullies even deceive their parents into thinking that they are the victims themselves, when in fact they are not. Parents and children must be made aware that bullying is not acceptable within school under any circumstances. Where aggressive or bullying behaviour is observed, class teachers should tell the parents about their concerns, informally at first, after school or at open evenings, and more formally later if bullying behaviour becomes persistent.

All parents of pupils entering the school are expected to sign Hillside's Home School Agreement, which states what we expect from the home - school partnership. Finally, there should be an open discussion of bullying and good behaviour in general.

Relevant issues will also be addressed in the curriculum especially through R.E and Philosophy, P.S.H.E. and assemblies. Bullying is present throughout society and in many different forms. By being able to discuss their problem we hope to minimise its incidence and its effects at Hillside.

A film will be made annually and shared with children and parents on the [website](#) to highlight what to do about bullying. This will involve the pupils to ensure they understand and are involved in stopping bullying as part of Anti Bullying Week.

Bullying can take place by adults towards other adults. Any member of staff has the right to report any incident of bullying to the headteacher or Chair of Governors.

Related Policies  
Behaviour Policy  
Whistleblowing Policy

Approved by *Governors* Sept 2017

Review Oct 2018