Anti-Bullying

Last Reviewed by:	Rebecca Thompson
Date of review:	October 2025
Due for next Review:	October 2026 THIS IS BEING REVIEWED OVER THE ACADEMIC YEAR 25/26
Headteacher:	Rebecca Thompson

Anti-Bullying Agreement for all Students

I have the right **not to be verbally abused.**

I have the right **not to be physically abused.**

I have the right **to be myself.**

I have the right **to be in school.**

I have the right **to speak.**

I have the right **to be heard.**

I have the right **to be a student at Highfield School.**

Purpose of the policy

For all people connected with Highfield School the school to understand how seriously the school considers bullying, why it is so damaging and what the school will do to deal with bullying when it occurs.

2. Principles and Values

At Highfield School we take bullying very seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

The school will seek ways to counter the effects of bullying that may occur within school or in the local community.

The ethos of our school fosters high expectations and outstanding behaviour and we will challenge any behaviour that falls below this.

We promote the values of respecting, caring and helping each other whilst having the responsibility to look after each other. However, we acknowledge that whilst working towards this ideal, staff should reinforce a general message that children do not have to be friends with everyone, but they must be respectful of everyone else's feelings and show care, courtesy and consideration to all.

3. Equality Statement In support of our Mission Statement

We are committed to advancing equality of opportunity and fostering good relations between people from different groups and cultures - eliminating unlawful discrimination, harassment and victimisation.

When implementing this policy we will take account of the racial, cultural and religious backgrounds of our children, those with disabilities, including those which affect behaviour and those with other relevant protected characteristics.

Staff will follow the equality policy, welcoming every child to our school. Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children permission to use this difference to begin calling names or teasing.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that school is a safe place for children and adults to be, whether the school community is directly or indirectly affected by bullying.

What Is Bullying?
Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group, physically or emotionally.

Bullying can be short term or continuous over long periods of time.

Sometimes children can be unkind to others in word or deed without intending to dominate or bully. Such behaviour is unacceptable and will be treated as such using the school's Behaviour policy but will not necessarily be classified as bullying.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Direct or indirect
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying All areas of internet, such as email social media misuse Mobile threats by messaging & calls Misuse of associated technology , i.e. camera & video facilities

Bullying may be related to:

- Race
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying

Bullying can take place in the classroom, on the playground, in the toilets, on the journey to and from school, and on-line. It can take place during the school day, on the way to or from school in the corridor, out of school, whilst on residential visits, day visits, in group activities and between families in the local community.

Bullies and Victims
Bullying takes place where there is an imbalance of power of bully over victim. This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc

Staff must remain vigilant about bullying and approach this in the same way as any other category of abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter.

Children may not be aware that they are being bullied; they may be too young or have Special Educational Needs.

Staff should be able to identify children who may be vulnerable and who could fall victim to bullying as well as those who may demonstrate bullying behaviour.

Provocative Victim
Research shows that some children are provocative victims - this means that they actively seek responses from others, often using their own behaviours to incite a reaction from others to either bring attention to themselves or to get others into trouble.

Why is it Important to Respond to Bullying?
Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim which may persist into adulthood.

Support will be available for victims of bullying. Everybody has the right to be treated with respect.

Pupils who are bullying need to learn the impact of their behaviour and be supported to learn different ways of behaving.

Signs and Symptoms
A child may indicate by their behaviour that he or she is being bullied. Adults should be aware of these possible behaviours and that should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- feels hungry
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy
- lacks eye contact
- becomes short tempered
- changes in attitude to people at home.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

When a report of bullying occurs:

- All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.
- All instances of bullying are recorded on CPOMS.
- Discussion with the parents of the victim and perpetrators parents about an incident of bullying.
- The bully (bullies) may be asked to genuinely apologise after the incident has been investigated and discussed. Other consequences may result in line with the school's behaviour policy.
- In some cases, outside agencies may be requested to support the school or family in dealing with bullying eg police, counsellor etc.
- In serious cases, suspension or exclusion will be considered.
- Wherever possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Such monitoring will be recorded on the bullying incident report form at 2 and 4 weeks.

Prevention At Highfield School

we use a variety of methods for helping children to prevent bullying through class assemblies, PSHE, Restorative conversations, Ethos Questions, E-Safety awareness training and activities during Anti-Bullying week.

The ethos and working philosophy of the school means that all staff actively encourage children to have respect for each other and for other people's property through Care, Consideration and Courtesy. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss bullying. This will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying.

Staff will reinforce expectations of behaviour as a regular discussion and will plan specific activities for focus weeks.

Staff must be vigilant regarding groups of friends together. Groups/gangs bring about the imbalance of power and must be broken up from around the central bully.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- writing a set of class rules
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays about what to do through scenarios of bullying
- having discussions about bullying and why it matters that incidents of bullying are dealt with quickly

If a child feels that they are being bullied then there are several procedures that they may be encouraged to follow:

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE lesson

When an incident of bullying has been reported, staff must be prepared to record and report each incident on CPOMS.

In the case of racist bullying, this must be reported to the Headteacher and recorded on CPOMS.

In the case of homophobic bullying, this must be reported to the Headteacher and recorded on CPOMS.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that bullying may be prevented from happening in the future.

Incidents of bullying will be discussed with the Safeguarding Governor.

Advice to Parents

As the parent of a child whom you suspect is being bullied:

- Report bullying incidents to the class teacher
- In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
- In some cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour.

Parents should not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

Promotion of this policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, eg in information packs for new families and staff, and through regular awareness raising activities with existing children and their families.

Monitoring, evaluation and review

The Headteacher will lead on the implementation of the policy. An annual report will be made to the Governing Body, including statistics about:

- The number of reported concerns
- Monitoring information about the pupils concerned
- Actions taken and outcomes

Statistical information will be provided to the local authority as required. The school will review the policy annually and assess its implementation and effectiveness.

HELP ORGANISATIONS

For further help and advice, contact one of the following organizations:
Advisory Centre for Education (ACE) 0808 800 5793
Children's Legal Centre 0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
Parentline Plus 0808 800 2222
Youth Access 020 8772 9900
Bullying Online www.bullying.co.uk
NSPCC Online www.nspcc.org.uk
Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.