



ANTI-BULLYING POLICY

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Introduction

This policy has been prepared with due regard for the Department for Education's "Preventing and tackling bullying – Advice for head teachers, staff and governing bodies 2017" and "Keeping Children Safe in Education 2025". This policy complements the following Academy School's policies: "The Academy School Policy Statement relating to the Equality Act 2010" and "Good Behaviour Policy".

Definition

We define bullying as behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

The four main types of bullying are:

Physical: fighting, pushing, shoving, gestures, invasion of personal space

Verbal: name calling, "put-downs", offensive behaviour, "nuisance" phone calls, spreading malicious rumours, tone of voice.

Victimisation: damage or theft of others' possessions, threats to "get" people, repeated social exclusion, being ignored

Visual: offensive notes, cyber (social websites, mobile phones, text messages, photographs, e-mail) and graffiti

The reasons for this bullying could include racist, prejudice based, discriminatory, sexist, or homophobic or to do with a child's physical appearance, disability, health conditions or special educational needs.

Aims and objectives

Hurtful behaviour of this nature will not be tolerated at the Academy School. All pupils, parents and staff of the Academy School are valued as individuals and have the right to feel safe and happy within the school environment.

The aim is to raise awareness among staff and children of the vulnerable individual who has low self-esteem and who is excluded or humiliated by others, and to promote in the school an ethos which deplores anyone being left out, being unsupported or being humiliated.

If any of the above types of bullying are recognised or reported by a child, parent, peer group or teacher it is vital for the staff to act immediately. Pupils should be aware of how they can draw the attention of staff in confidence and, if carefully investigated, and substantiated, will be acted upon.

Identifying bullying

Victims may often be late, lose belongings, under-achieve, produce careless work, be isolated and change behaviour through outbursts of temper, withdrawal or illness.

Procedures to follow

A child who feels that they are being bullied or a child who notices bullying of any other child should report it immediately to a teacher. In minor cases the teacher should deal with it directly and report the incident verbally to the Headmaster, or in his absence, Chloe Sandars.

In more major incidents the teacher should take the children involved to see the Headmaster or, in his absence, Chloe Sandars, who will deal with it in liaison with the parents, if appropriate. They will ensure the immediate safety and well-being of those involved, and provide on-going support and counselling for the child being bullied. Serious incidents are recorded on the record of bullying or serious misbehaviour form. Disciplinary measures will be applied fairly, consistently and reasonably taking account of any special educational needs or disabilities that the pupil may have and taking into account the needs of vulnerable pupils. The parents of the child that is accused of bullying or serious misbehaviour will be informed and the incident will be discussed with them so that their support in any measures can be effected. Any subject to bullying or an incident of serious misbehaviour will be informed.

When the incident has been satisfactorily dealt with, the child will be given appropriate assistance to rebuild their confidence and resilience, and to ensure they feel safe in the school environment. Any child who has been found to be engaging in bullying behaviour will be instructed in how to behave in ways that will not cause harm in future and in the steps they can take to repair the harm they have caused. The child engaged in bullying will be supported where appropriate.

In serious cases of bullying, it may be necessary to exclude the child for a period of time, and ultimately, if the behaviour persists despite all other disciplinary measures being taken, to exclude the child permanently.

It should be noted that if there is a reasonable cause to suspect that a child is suffering, or likely to suffer, significant harm as a result of a bullying incident or incidents it should be addressed as a child protection issue.

Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. A teacher should report any form of cyber-bullying immediately to the Headmaster, or in his absence, Chloe Sandars. Inappropriate images should be deleted from mobile phones or other electronic devices, unless the teacher believes that the images might constitute a criminal offense in which case they should not be deleted and the police informed.

Prejudice Based Bullying

The school ensures that there is zero tolerance of prejudice based bullying, particularly in relation to a protected characteristic. Any such bullying will be immediately and effectively addressed.

Play Policy

The subject teachers themselves supervise play. This has the benefit that the teachers understand the children very well and are already aware of any potential problems. Bullying is generally prevented from the beginning because of this continuity and also because being a small school, the Headmaster and all of the teachers know the pupils so well.

Bullying outside the school premises

Teachers should be aware that they have the power to discipline pupils for misbehaving outside the school “to such an extent as is reasonable”. This can relate to any bullying incidents occurring anywhere off the school premises, such as on public transport or outside local shops.

Where bullying outside school is reported to a teacher, it should be investigated and acted upon. The Headmaster will also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of public, the police should always be informed.

In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Involvement of parents and pupils

The bullying policy is regularly sent to parents and comments are gratefully received and acted upon. The parents should be involved to make it clear that the school does not tolerate bullying and are aware of the procedures to be followed if they believe their child is being bullied. Parents are to be encouraged at the earliest opportunity if they have any concerns about their child’s happiness or well-being at the school. The bullying policy and the procedures to follow should be discussed regularly with the pupils. It is important to ensure that pupils understand the school’s approach to bullying. They are also instructed in how to deal with bullying when it occurs. This is provided by the Headmaster, teachers and external bodies including the police.

The bullying policy is regularly reviewed and the incidents of bullying are considered as part of the Board of the Academy School (Hampstead) LLP review of child protection policies.

Reviewed and Updated by Andrew Sandars

July 2025