



<b>Policy Title</b>	<b>Anti-Bullying</b>
<b>Date ratified by Governing body</b>	<b>02.12.2019</b>
<b>Signed by</b>	<b>S Cross</b>
<b>Effective date</b>	<b>December 2019</b>
<b>Review frequency</b>	<b>Annually</b>
<b>Review date</b>	<b>December 2020</b>
<b>Governing Body Sub-Committee</b>	<b>Steering Group</b>

**The Hayfield School  
Hurst Lane  
Auckley  
Doncaster  
DN9 3HG**

**Telephone: 01302 770589**

## **Introduction**

This Anti-Bullying policy acknowledges The Hayfield School's legal duties under the Equality Act 2010, Education and Inspectors Act 2006 and DfE Guidance on Preventing and Tackling Bullying July 2017.

## **What is Bullying?**

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

S.T.O.P. meaning Several times on purpose is a useful definition for children.

## **Cyber Bullying**

The rapid development of technology has provided a new medium called 'virtual' bullying which can occur outside school.

This is a problem which presents most often with young people, mainly through the use of mobile phones via text messaging and social networking sites such as Facebook, Instagram, Snapchat etc.

This is an offence in Law and is happening at home not within school.

In school we take secure measures to ensure e-safety; any parental concerns should be addressed to the Police or internet provider. Whilst we will act to help deal with these issues, it is vital that parents are aware of the way these electronic systems can create real issues.

## **The Effects of Bullying**

All forms of bullying are hurtful and many have a devastating effect on those who are bullied. Whilst some children may recover from bullying, there are others who suffer lasting consequences.

Bullies may also suffer long-lasting consequences and if offered no support, may continue with bullying behaviour into their adult lives. For this reason it is important that they receive support to enable them to change their behaviour.

Children who observe bullying taking place but stand and watch are entering into the act of bullying. Equally, therefore, all children must be encouraged to report bullying incidents to somebody at school.

Creating a secure environment is crucial for effective learning and ensures that all pupils' rights to a positive school experience are met. It follows that any anti-bullying policy and its implementation must be an integral part of the curriculum we offer our pupils.

As a school our policy is clear:

- All bullying will be acted upon, therefore every person who is a part of THS has a responsibility to take action.
- We will explicitly address the issues of bullying regularly and thoroughly through both the PSHCE and Citizenship programme and in Anti Bullying events.
- The organisation, administration and practices within the school will reflect the commitment to the prevention of bullying.
- We will actively encourage and develop an environment which allows pupils to talk confidentially about fears and problems. This in turn allows teachers to reassure and

counsel pupils and to deal with the issue of bullying as it arises in the day to day life of the school.

### **How to Report Bullying**

If a pupil feels she/he is being bullied, they can report this fact to any member of our staff. Anti-Bullying Ambassadors are to be trained in Spring 2020. Pupils or parents can also send a discreet e-mail to [nobullying@thehayfieldschool.co.uk](mailto:nobullying@thehayfieldschool.co.uk)

Pupils at The Hayfield School have a vital role in the prevention of bullying and the introduction of Anti Bullying Ambassadors in each year group once trained will help prevent any bullying issues or assist in the support of other pupils in school.

### **Sanctions**

Any sanctions related to bullying are determined by the Raising Standards Leader and Assistant Headteacher for Pupil Support.

The incident and sanctions are recorded in the electronic events log.

There are different levels of bullying and this will be taken into account when deciding on any course of action. Actions are taken which are firm but fair and which take account of each individual case. Sanctions include:

- Detentions
- Work to enhance the school and change of lessons, short or long term
- Bullying may also result in exclusion from the school community
- Fixed term exclusion
- Permanent exclusion

### **Restorative Practice**

After any incident of bullying all parties will be asked to attend a Restorative Practice meeting to repair any harm caused. This will be arranged by our Behaviour Support Team when everyone is comfortable ready in a controlled and safe environment.

Parents/Carers of the bully will be asked to come into school if bullying continues. Parents of the victim will always be consulted and given feedback.

### **All reported incidents of bullying will be acted upon quickly.**

To report any bullying please call school on 01302 770589 or email us at [nobullying@thehayfieldschool.co.uk](mailto:nobullying@thehayfieldschool.co.uk).