



## Anti-bullying Policy

This policy is in accordance with guidance from the Department for Education (DfE) as outlined in the following documents which can be downloaded from the DfE website [www.gov.uk](http://www.gov.uk) :

- Preventing and Tackling Bullying, Advice for Headteachers, staff and Governing Bodies (July 2017)
- School support for children and young people who are bullied (Factsheet)

This policy should be read alongside the Halcyon Creative Kids's 'Safeguarding Policy'. At Halcyon Creative Kids we believe that all students have the right to learn in a supportive, caring and safe environment without the fear of being bullied. Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the School. It is important therefore that the School has a clear written policy to promote this belief, where both pupils and parents/carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly. Bullying will not be tolerated at Halcyon Creative Kids.

### What is Bullying

Bullying is deliberately hurtful behaviour towards another pupil or group repeated over a period of time. It is difficult for victims to defend themselves against it. It is important to make the distinction between bullying and friends falling out with each other. Falling out is an inevitable part of a student's life that they need to learn to cope with. Bullying is neither inevitable nor acceptable.

The focus of bullying can be anything that distinguishes and represents a deviation for a presumed 'norm', for example:

- size, body shape, hair colour, skin, eye-sight, dress, language or mannerisms;
- gender or gender reassignment;
- physical or mental disability or special educational needs or learning difficulty;
- prowess, or lack of it, in learning, sport or other activity;
- personal backgrounds, including parents/guardians, adoption or foster status, jobs, houses and lifestyles;
- sexual attractiveness, or lack of it, health or appearance;
- sexuality, based on homophobia or misogyny;
- race, nationality, culture or religion or a mixture of these;
- pregnancy, maternity or role as a carer.

Bullying can occur through several types of anti-social behaviour. It can be:

- **Physical:** a student can be physically punched, kicked, hit spat at, etc.
- **Verbal:** verbal abuse can take the form of name calling.
- **Exclusion:** a student can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends. This can also include 'blanking' people, laughing at them or poking fun or putting people down.
- **Emotional:** a student may try to get what they want by making others feel angry or afraid. Emotional bullying can often be more damaging than physical bullying.
- **Damage to Property or Theft:** Students may have their property damaged or stolen. Physical threats may be used by the bully in order that the student hands over property to them.
- **Cyberbullying:** This can involve misuse of all areas of internet use such as e-mail, social networking sites, internet chat rooms, mobile phones - calls, text messages, camera and video facilities.

### Possible evidence of bullying

- A previously extrovert student become withdrawn, anxious or lacking in confidence
- A student becomes isolated and disengaged from the class, or is unwilling, for example, to participate in group work
- A student frequently complains of headaches or nausea
- A student displays unusual patterns of non-attendance
- A student bears cuts, bruises and torn or dishevelled clothing noticeable damage to books or other property
- An unaccountable and possibly repeated loss of equipment or money
- A deterioration in performance
- Disruptive or aggressive behaviour
- Acts of theft (to pay bully)
- Self-harm or suicide attempts

These sign and behaviours could indicate problems other than bullying but, where they are observed, bullying should be considered as a possible cause. The School Aims:

- to organise the community in order to minimise opportunities for bullying;
- to ensure that all staff are fully aware of the existence and contents of this policy, as part of their induction to the school and through regular formal and informal discussion, and that they take any action necessary to help minimise opportunity for bullying and to raise awareness amongst students of how seriously the school views any type of bullying;
- to use any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other;
- to promote and support National Initiatives such as the annual National Anti-Bullying Week;
- to deal quickly, firmly and fairly with any complaints, involving parents where necessary;
- to review the School Policy and its degree of success on an annual basis;
- not to use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, religion, sex, sexual orientation, disability, because they are adopted, because they are a carer etc.;
- to encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people;

- to encourage pupils to treat everyone with respect;
- to make it clear that our stance on bullying applies to students when both in and out of the school;
- to investigate incidents of bullying outside the school that are reported to us and take appropriate action according to the school policies;
- to recognise that Bullying can include emotional and/or physical harm to such a degree that it constitutes significant harm;
- to record details of incidents of bullying to assist in identifying repeated offenders.