



STUDENT - ANTI-BULLYING POLICY



Be an upstander, not a bystander

School vision

Our vision at The Hazeley Academy is a simple one; *to grow a vibrant community of exceptional people, through the development of our 5Cs of Character, Confidence, Creativity, Contributing and Community.*

NSPCC definition of bullying

Bullying is when individuals or groups seek to harm, intimidate or pressurise someone who is perceived to be vulnerable. It can involve people of any age, and can happen anywhere – at home, school or using online platforms and technologies (cyberbullying). This means it can happen at any time. Bullying involves a range of behaviours which may be combined.

Introduction

- ✓ Everybody has the right to feel safe and know that they can speak freely, have their space protected and we all respect that we do not do harm to each other.
- ✓ Hazeley **DOES NOT** tolerate bullying or harassment of any kind.
- ✓ All bullying will be taken seriously by staff at Hazeley.

What is bullying?

Bullying is ANY **deliberately** hurtful behaviour, usually but not necessarily for a **repeated** period of time, which **intentionally harms** another pupil or group physically or emotionally.

Examples of bullying

- Physical (including sexual) assault
- Racist, sexist or homophobic abuse
- Verbal abuse (name calling, spreading rumours, making comments, provoking/winding up)
- Cyber bullying (the use of ICT that is intended to upset others)
- Indirect tormenting
- Harassment (including sexual)
- Taunting in front of an audience/humiliation

What is the impact of bullying?

- ✓ Bullying is taken seriously by teachers, students and parents because bullying makes our lives a misery.
- ✓ Bullying can harm confidence, self-esteem and destroy our sense of wellbeing and mental health.
- ✓ Bullying can result in lifelong psychological harm.
- ✓ Bullies also need help and guidance to understand the harm that bullying causes others and should be encouraged to seek help from teachers or Childline 0800 1111.
- ✓ Bullying can happen anywhere for example corridors, toilets, classrooms, canteen, cyber bullying.

What should we do if we are being bullied or witness anyone being bullied?

Identify the impact of bullying e.g. if someone has shown a change in behaviour, lack concentration, seem sad or alone.

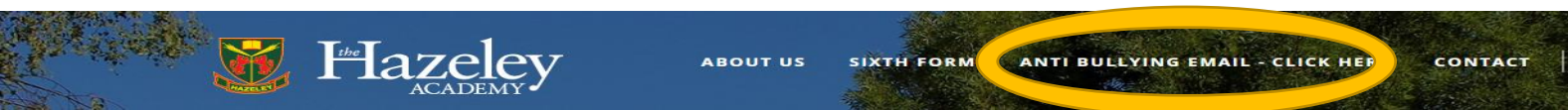
Do: 

- ✓ If you can, tell the bully about your concerns.
- ✓ Share your feelings with others.
- ✓ Talk to staff who you trust about concerns - **Form tutor, Progress Leader, R2L, any adult.**
- ✓ Call Childline 0800 1111.
- ✓ If you witness bullying, support the victim, make sure they know the bullying is wrong, accompany them to a member of staff if needed.
- ✓ **Tell us, text us, email us**

1) ab@haz5d.com

2) Use desktops to report bullying

3) Click on our website and the Anti bullying email – click here link



4) Use the drop box at student services to leave a note.

5) Email wellbeing@haz5d.com

Don't: 

- Suffer in silence
- Be a bystander to bullying. Instead tell someone or walk away
- Do nothing.

What happens next?



- Hazeley staff will reassure any student being bullied.
- Parents will be contacted.
- Opportunities will be given to support both the bullied person and the alleged bully.
- Evidence will be gathered, and support offered to find a solution e.g. opportunities to discuss behaviour, give apologies, restorative conversations or other sanctions such as exclusion, community service or time in reflection unit.