

Anti-bullying Policy

2024 – 2025

Context

The overall aim of the Academy is to have an educational community which promotes and provides excellence in teaching, learning, relationships and opportunities, through high expectations and adherence to traditional values.

Therefore, all members of Heckmondwike Academy have a right to feel welcome, secure and happy.

Pupils should expect to learn in a supportive and caring environment without fear of bullying.

Bullying is antisocial behaviour and affects everyone. Any form of bullying is totally unacceptable in the academy. However, human nature being as it is, despite our culture of zero tolerance towards this issue, there may be some instances of children attempting to bully each other within the academy - often as a result of offsite situations or incidents. Therefore, we aim to deal with any bullying complaints firmly, fairly and promptly.

We treat bullying as a serious offence and take every possible action to keep it to a minimum.

Our Aims

- To create an environment where bullying is not tolerated.
- To ensure that all pupils are aware of their rights and responsibilities and know how to seek help if those rights are being violated.
- To encourage pupils to work well, develop good relationships and offer each other mutual support and respect.
- To encourage pupils to behave in a respectful and positive way to one another.
- To raise awareness and equip pupils to deal with bullies through SMSC/RSHE programmes, assemblies, pastoral team members and peer supporters.
- To review and monitor the effectiveness of our anti-bullying policy annually

Our Definitions

Bullying can be:

- Physical – pushing, kicking, hitting, pinching, any form of violence, threats.
- Verbal – name calling, sarcasm, spreading rumours, persistent teasing.

- Emotional – tormenting, threatening ridicule, humiliation, exclusion from groups or activities.
- Racist – racial abuse, graffiti, gestures.
- Sexual – unwanted physical contact, abusive comments, online abuse.
- Damage to property or theft - demanding possessions, money, deliberately damaging belongings.
- Homophobic – taunts, graffiti, gestures relating to the sexual orientation of a person
- Cyber – sending threatening or abusive text messages, emails or images. Writing abusive or negative things about people on line.

Signs of being bullied

- Unwillingness to come to school.
- Withdrawn, isolated behaviour.
- Complaining about missing possessions.
- Refusal to talk about problems.
- Being easily distressed.
- Damaged or incomplete work.
- Regularly feeling ill.
- Work not completed to usual standard.
- Setting off for school particularly early or late.
- Tearfulness, depression.
- Change in pupil behaviour or confidence

What to do as a pupil

- Tell yourself that you do not deserve to be bullied and it is wrong.
- Walk away and report the bullying to an adult or peer supporter straight away.
- Be proud of who you are and what you stand for.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends, there is safety in numbers.
- Be assertive – make it clear that you want the bullying to stop.
- If you know that someone else is being bullied – take action – tell an adult.
- Be sure to speak to your teacher or a member of staff.

What to do as a parent/carer

- Be aware of signs of bullying in your child.
- Talk to your child about their school day.
- If you feel that your child may be a victim of bullying inform the Academy immediately.
- Reassure your child that there is nothing wrong with them and it is not their fault that they are being bullied.
- Make sure that your child is not afraid to ask for help at the Academy.

What the Academy will do

- Take all bullying allegations/problems seriously.
- Investigate incidents as thoroughly and promptly as possible.
- Ensure that bullies and victims, in the first instance, are interviewed separately.
- Wherever possible obtain information from witnesses.
- Keep records of reported incidents on the Academy Management Information System (CPOMS)
- Encourage the bully and the bullied to agree a resolution.
- Impose appropriate sanctions.
- Inform parents/carers of bullies and the bullied of serious incidents.
- Provide a clear strategy for managing future incidents.
- Provide peer supporters and access to adult support, as appropriate.
- Promote a zero tolerance of this issue within the student and staff body.

Academy activities which tackle bullying

- Assemblies
- Participation in National Anti-Bullying events
- SMSC/RSHE programmes
- Inclusive environment
- Pupil Parliament discussions
- Peer mentoring support
- Liaison with external agencies

Monitoring and Evaluation

This policy is monitored and evaluated through regular pastoral reviews and through consultation with the Governing Body and Academy Pupil Parliament.

The following performance indicators are used to evaluate the policy within the context of the pastoral support given to all students and staff.

- Behaviour on the Academy site
- Levels of punctuality and attendance
- Evidence of self-discipline
- Good manners and consideration for others
- Levels of exclusion
- Police referrals
- Referrals through the pastoral support programme for agency involvement
- Feedback from Academy Pupil Parliament and parental questionnaires

Review Date: July 2025