

Anti-bullying policy

The Governing Body and staff at Wolfson Hillel believe that all pupils, staff and parents/carers have a right to be protected from bullying. We have a responsibility to respond promptly and effectively to issues of bullying by having a clear policy and appropriate procedures.

Wolfson Hillel is committed to providing a caring, friendly, safe and inclusive environment for all of our pupils so they can learn in a secure atmosphere. All pupils have the right to be treated with respect and to feel safe in school. Pupils who are bullying need to learn different ways of behaving. Pupils who are targets of bullying have a right to be protected and supported to help them manage the situation.

The policy aims to produce a consistent response by the school to any bullying incidents that may take place.

Definition of bullying

The ABA (Anti-Bullying Alliance) defines bullying as:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves a perceived imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

Key components of bullying are:

Repetitive: The behaviour happens more than once, or is ongoing.

Intentional: The act is done on purpose to cause harm.

Power Imbalance: The person or group being bullied has less power, making it difficult to stop the behaviour, even if they ask for it to stop.

Hurtful: Causes physical or emotional pain, damage, or distress.

Types of Bullying

Verbal: name calling, sarcasm, spreading rumours, persistent nasty teasing, threats, insults, intentional malicious exclusion.

Physical: pushing, kicking, hitting, pinching, spitting, wilful destruction of someone's work or possessions, stealing possessions, extortion

Indirect: rumours or stories are spread about a person.

Cyber/online: All areas of internet such as email & internet chat room misuse Mobile threats by text messaging, WhatsApp and other instant messaging services. Misuse of associated technology, i.e. camera & video facilities

Off-site behaviour

Sanctions may be applied where a pupil has been involved in bullying off-site when representing the school. This means when the pupil is:

- Taking part in any school-organised or school-related activity (e.g. school trips)
- Travelling to or from school
- Wearing school uniform
- In any other way identifiable as a pupil of our school.

Sanctions may also be applied where a pupil has misbehaved off-site at any time, including online behaviour, whether or not the conditions above apply, if the misbehaviour:

- Could have repercussions for the orderly running of the school
- Poses a threat or upset to another pupil or member of the public
- Could adversely affect the reputation of the school

Preventing Bullying

It is everyone's responsibility to prevent bullying from happening. The school will ensure that staff, pupils and parents/carers are aware of the school's Anti Bullying Policy. Pupils are educated to know the different adults they can talk to and they are regularly reminded and encouraged to do this. Pupils should be able to tell an adult if they feel they are being bullied and know that incidents will be dealt with promptly and effectively. Through the Wolfson Hillel values curriculum and PSHE curriculum, children are encouraged to stand up for what they know is right, look after each other and report any bullying they may witness to an adult.

Staff will not ignore bullying or suspected bullying and wherever possible will intervene to prevent incidents from taking place.

Procedures

Bullying will be dealt with in accordance with Wolfson Hillel's Behaviour Policy. In some cases, it may also be dealt with under the safeguarding policy.

Bullying incidents should be reported to staff who will deal with them as quickly as possible. Staff will do all they can to support the targets of bullying and make it clear to the perpetrator that this behaviour is not acceptable.

Parents/ carers of all pupils involved will be kept informed throughout the process.

There are a range of consequences available dependent on the nature of the bullying

- Discussion with pupils involved and restorative conversations where appropriate
- Withdrawal of privileges
- Referral to senior leaders
- Exclusion from school in very serious cases

The School will:

- Respond firmly and promptly where bullying is identified, in line with procedures documented in the school's Behaviour Policy.
- Record serious incidents using our online recording system. This will be monitored and audited in order to ascertain recurring patterns.
- Investigate bullying behaviour or threats of bullying and act to ensure that the bullying is stopped quickly.
- Use restorative approaches to resolve incidents of bullying.

- Support pupils who are being bullied through social skills groups, circle of friends and/or assertiveness skills programmes, as appropriate.

- Help perpetrators understand the impact of their behaviour and support them in changing their behaviour.
- Monitor bullying incidents to ensure that repeated bullying does not take place.
- Consult with and involve the police if appropriate or necessary.

Support Strategies

- Participation in the National Anti-Bullying Week annual event
- Ongoing awareness-raising through displays and assemblies
- Ongoing promotion of e-safety through curriculum and to parents/ carers
- Improved supervision in known problem areas
- Increase pupil understanding through PSHE lessons
- Using drama, role-play, novels etc. within the formal curriculum to help pupils understand the feelings of bullied children and to practise the skills they need to avoid bullying
- Developing the playground as a learning environment
- Group work including circle time, assertiveness skills, social /communication skills and friendship groups
- Regular assemblies on the Hillel Values curriculum
- Pupils directed to individual support – either in school or externally.

Partnership with Parents/ Carers

The school will work in partnership with parents/ carers when dealing with incidences of bullying by:

- Ensuring that parents/ carers are aware of the school's Anti-Bullying Policy.
- Encouraging parents/ carers to contact the school if they have any concerns that their child is either being bullied or bullying.
- Informing parents/ carers of incidents of bullying (both with pupils as victims and perpetrators) and involving them in discussions to ensure that procedures and strategies are agreed in partnership.

Monitoring and Review

This policy is regularly monitored by the Headteacher, Senior Leadership Team and Governing Body to ensure that it is working as effectively as possible. This policy will be reviewed annually.

Last reviewed on:	10.3.26
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Next review due by:	10.3.27
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