



HOLTON SLEAFORD

— INDEPENDENT SCHOOL —

Anti-Bullying Policy

The school takes the problem of bullying seriously. We consider behaviour intended to cause harm or distress, either physical or emotional to another person who may find it difficult to defend him/herself as bullying.

All staff regard it as part of their responsibility to prevent bullying in school and will react, firmly and promptly where bullying is identified, providing support for victims where necessary.

All incidents reported will be investigated. This will involve speaking to all parties involved as well as any witnesses.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems at HSIS to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos at HSIS.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule, or indirect action such as spreading unpleasant stories about someone. As a school we will work hard to recognise the difference between pupils having an argument or disagreement to bullying.

At HSIS, all people working with children will be vigilant to the signs of bullying. Additional systems used include:

- Sharing of information relating to pupils via Pupil tutor report forms and saved on the school hub system.
- Tutor and SRE activities, looking at the effects of bullying and different types of bullying.

- Any alleged incident of bullying will be thoroughly investigated and recorded and pupils will be sanctioned appropriately.

Cyber Bullying

Cyberbullying is bullying that takes place over digital devices like cell phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behaviour.

The most common places where cyberbullying occurs are:

- Social Media, such as Facebook, Instagram, Snapchat, and TikTok
- Text messaging and messaging apps on mobile or tablet devices
- Instant messaging, direct messaging, and online chatting over the internet
- Online forums, chat rooms, and message boards, such as Reddit
- Email
- Online gaming communities

Actions and Sanctions

A decision will then be taken on an appropriate form of action such as:

- Informing the parents of those concerned.
- Imposing sanctions against a bully, such as reflection and exclusions.
- Insisting upon the return of any items "borrowed" or stolen.
- Supporting both sets of parents to try and ensure this type of incident does not happen again.
- If it is a serious incident inform the correct outside agencies.

After acting, it may be necessary to hold a follow-up meeting with the victim's family to report progress. All staff members will be informed about any incidents and a written record will be kept of incidents, interviews and action taken.

In addition, there will be lessons and tutor activities about bullying held throughout the school year as part of our commitment to prevent bullying occurring

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