



# Hillstone School

Inspire \* Care \* Educate

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## Hillstone Primary School    September 2025

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### Anti-bullying & Harassment Policy

*This policy has been audited against the NSPCC School, Academy and College Anti-Bullying Checklist April 2025.*

### Definitions

Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power and is usually premeditated.

Bullying behaviour can include:

- Physical aggression, such as hitting, kicking, taking or damaging possessions;
- Verbal aggression, such as name calling, threatening comments, insults, racist remarks, teasing, sending nasty notes or making nuisance calls;
- Indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or about their family.
- Cyber-bullying, including the use of electronic communication to bully someone by sending messages of a threatening or intimidating nature.

Racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexuality. Harassment is defined as any kind of unreasonable behaviour which alarms, distresses or torments someone else

### Aims

- To create an ethos in which bullying/harassment are considered to be unacceptable by all members of the school community.
- To identify, investigate and deal effectively with incidents of bullying/ harassment through the Staying Safe at Hillstone approach.

### The Curriculum and Staff CPD

Bullying behaviour can be prevented through a combination of:

- Awareness raising about what bullying is and how it affects people
- Emphasising the important role that bystanders play in tackling bullying and teaching pupils how to safely challenge bullying behaviour.



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- Teaching pupils how to manage their relationships constructively and assertively.
  - Help to build an anti-bullying ethos in the school.
  - Staff training on delivering Staying Safe lessons.
  - Staff will encourage openness and disclosure of incidents
  - Working with the NSPCC to deliver annual Speak Out Stay Safe input for both staff and pupils.
  - Termly safeguarding train for staff to ensure staff are aware as to when it is appropriate to report bullying behaviour as a criminal act or a child protection concern.

All of the above is carefully mapped through both our Hillstone Life Skills curriculum. Aspects of our computing curriculum explore the definition and identification of cyber-bullying, including what to do to both prevent and report incidents of cyber-bullying.

To both enforce and strengthen the existing coverage within our academic curriculum, all children in year groups 1-6 receive two 'Staying Safe at Hillstone' assemblies during the September of every new academic year. These assemblies work to further raise awareness of bullying and teach children the part they play in building an anti-bullying ethos in the school. The Staying Safe at Hillstone approach is explained in order to encourage openness and timely disclosures.

## Staying Safe at Hillstone

- When a bullying incident is identified, staff know to make a record on CPOMS, following the Staying Safe Stage 1 form as a guidance for the information required.
- The Staying Safe team then audit the incident, taking into consideration any historic reports of bullying, safeguarding concerns or documented behaviour incidents.
- An action must always be recorded on CPOMS: continue to monitor, adapt curriculum as required or move to Staying Safe Stage 2.
- If stage 2 is initiated, the team work to interview both the victim and the alleged bully/ies to build an accurate picture of the situation. As part of this stage, the bullies are given a chance to rectify their behaviour and re-build relationships. Review dates are set. Safety plans around the victim are put into place.
- Parents/carers to be informed by letter/phone call.
- Stage 3 is the review of the case. If the bullying has continued, the bullies are now dealt with in line with the behaviour policy.
- Ongoing support for the victim to be provided, if necessary.
- All Staying Safe forms are recorded on CPOMS under the victim's file with alleged bullies tagged into the incident recordings.
- Our school council wear 'See it, Say it, Stop it' hi-vis jackets during lunchtimes. They promote and praise kindness and support those struggling with incidents of unkindness.

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- Teachers also wear the jackets at playtimes. This is to ensure visibility on the playground.

### **Equal Opportunities**

This policy will be applied equitably to all pupils irrespective of ethnicity/ gender/ religion or special educational need.

### **Monitoring and Evaluation**

A systematic collection of objective data will aid analysis and support appropriate action. The collated data will be scrutinised, as part of the schools' self evaluation process in order to support planning to address issues raised. Adaptations to the curriculum are made in line with findings.

Annual collation of staff, pupil and parent/carers voice to be conducted by Staying Safe team.

Review Date: September 2026