

Hook-with-Warsash Church of England Academy Anti-Bullying Policy

Appendix 1 of the Behaviour Policy



Signed:

Chair of Governors _____

Headteacher _____

Reviewed: December 2025

Date to be Reviewed: December 2026

Statutory Review Period: Annual

Pupil Discipline Curriculum & Early Years Policy

“Let Your Light Shine”

To provide an inspirational environment based on Christian values where individuals can excel and flourish academically, socially and emotionally, preparing them for life’s journey

HOOK-WITH-WARSASH C of E ACADEMY

ANTI-BULLYING POLICY

Rationale

At Hook-with-Warsash C.E. Academy our core Christian values are at the heart of our school ethos and form the basis of the behaviour policy. As a Church school we value all God's children. It is because of this that we use a restorative approach to areas of conflict including issues with bullying.

What is bullying?

Bullying is an intentional behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

It can relate to a number of things: race, religion or belief, special educational needs or disability, culture or class, appearance or health conditions, sexual orientation or gender identity (homophobic, biphobic, transphobic), gender or related to home or other personal circumstances. This is not an exhaustive list.

It can happen anywhere – at school, at home or online. It is **repeated over a period of time** and can hurt a child both physically and/or emotionally.

Bullying that happens online, using social networks, games and mobile phones, is often called cyberbullying. A child can feel like there's no escape because it can happen wherever they are, at any time of day or night.

Anti Bullying Strategy Employed by the School:

Our aims are to foster a community based on positive and healthy relationships. Should the need arise we aim to repair and strengthen relationships in a positive and timely manner. The approach fosters an awareness of how others have been affected by inappropriate behaviour. This is done by actively engaging pupils in a process, which separates the deed from the doer and rejects the act not the actor, allowing participants to make amends for the harm caused. Our approach acknowledges the intrinsic worth of the person and his or her contribution to the Academy community.

All members of staff are encouraged to appreciate:

- Bullying and anti-social behaviour are almost inevitable in a community of young people. It can be countered by teaching more appropriate behaviour.
- The best way to do this is to foster empathy with the feelings of others, in particular, with the feelings of the bullied pupil.
- Negative, punitive measures taken against the bully are likely to promote resentment, and to aggravate rather than solve the problem.
- Teachers should act as models for the pupils and focus on raising self-esteem.

The Headteacher, Deputy Headteacher or Assistant Headteacher are the only nominated persons in the Academy to deal with all cases of bullying. In this way a limited number of persons can become skilled in using the approach; one person dealing with an issue gets the complete picture etc. All pupils are encouraged to talk about bullying and are introduced to the Academy's Anti-Bullying Poster (*see Appendix 4*).

In the event of bullying:

- The Headteacher or Deputy Headteacher/ Assistant Headteacher is informed by any member of the school community.
- The Headteacher or Deputy Headteacher/ Assistant Headteacher has a meeting with the bullied pupil, explains the rudiments of our approach and the reasons for it, and obtains permission from the pupils to arrange a meeting with the bully/bullies/spectators.
- The Headteacher or Deputy Headteacher/ Assistant Headteacher makes notes about the bullied pupil's "symptoms", e.g. not wanting to come into school, not sleeping, trying to hide, trying to stay in at playtime to help the teacher rather than going onto the playground, crying, pretending to be ill etc. Notes are to be recorded on Cpoms.
- A list of all the spectators and alleged bullies is drawn up, and all are invited to a meeting, the bullied pupil is usually present at the meeting-
- The meeting takes place, led by the Headteacher or Deputy Headteacher/ Assistant Headteacher
The first point made, even as the meeting is being set up, is that it is a meeting, not a telling off. The tone set is a friendly one; the Headteacher or Deputy Headteacher/ Assistant Headteacher will say 'we have a problem here in the Academy, let's see if we can solve it'. It is important to say that the people invited to the meeting are there because they may be able to help, and that nobody is in trouble.
- The Headteacher or Deputy Headteacher/ Assistant Headteacher explains that the bullied pupil is unhappy and describes the feelings etc mentioned by the bullied pupil at their previous meeting. This needs to be done sensitively, with some empathy and with younger pupils it can be told almost as a story.
- The next step is that the Headteacher or Deputy Headteacher/ Assistant Headteacher asks for any ideas from the group, 'how can we stop X from feeling like this?' The pupils' responses are all written down by the Headteacher or Deputy Headteacher/ Assistant Headteacher
Any side issues that are not pertinent to the issue will be ignored/discouraged.
- Once the ideas have been agreed the Headteacher or Deputy Headteacher-/ Assistant Headteacher summarises in the form of an action plan and it is recorded on the Child Protection On-line Management System (CPOMS).
- The Headteacher or Deputy Headteacher/ Assistant Headteacher then arranges a date for the next meeting which will be approximately one week later. They may also instigate daily checkins.
- If all goes well, the second meeting is usually fairly short; a simple progress report, positive remarks are encouraged, and the pupil takes the opportunity to say how much better things are for him/her. The group are thanked for solving a really tricky problem, and that is the end of the matter.
- If things have not gone well, then the problems need to be analysed, more ideas tried out and a further meeting arranged. Sometimes pupils not in the original group will have caused problems. These pupils are invited to the meeting and quickly brought up to date and joined in.

Conclusion

Our approach is proving to be an effective method of dealing with bullying. The Academy is seen to have a clear policy on bullying, and to be implementing it.

Parents are involved, depending on the severity of the incident, at the discretion of the Headteacher or Deputy Headteacher.

Reviewed by Committee: December 2025

Date for Review: December 2026