



Anti-bullying Policy

School statement on bullying

At Hillcross Primary School we are committed to providing an environment where every person has the right to be themselves, feel included and be able to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

What is bullying?

Bullying is when a person is hurtful or unkind to someone else, on purpose and more than once. Bullying can be done by one person or by a group of people. A useful way to remember bullying is:

SEVERAL TIMES ON PURPOSE

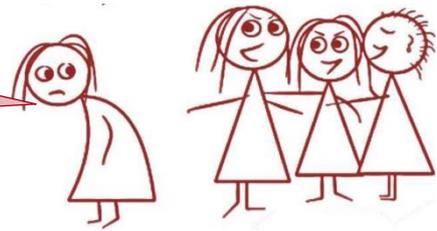
Bullying can be repeatedly:



- Hitting or saying you are going to hit someone.
- Touching someone when they don't want to be.
- Calling someone names, teasing, using rude language or saying nasty things about someone to them or to other people.
- Stealing or damaging someone else's belongings.
- Ignoring someone on purpose or leaving them out and encouraging others to do the same.
- Sending hurtful or unkind texts, emails or online messages to someone or about someone.



Bullying can be about:



- Race or ethnicity
- Religion or belief
- Family and culture
- Sexist bullying, which is bullying someone because of their gender. For example, because they are a boy or girl, or saying they are acting 'like a boy' or 'like a girl'
- Homophobic or biphobic bullying, this is saying unkind or nasty things because someone is a lesbian, gay or bisexual, or because you think they are, or because they have two mums or two dads. It is also calling someone lesbian, gay, bisexual on purpose to be unkind or nasty to them, for example 'you are so gay!'
- Transphobic bullying. This is saying unkind things because someone is Trans, or because you think they are trans, or being nasty about trans people (someone who feels the gender they are given as a baby doesn't match the gender they feel themselves to be).
- Special educational needs or disability
- What someone looks like
- Where someone lives

Remember bullying can happen anywhere: in or out of school or on- line (cyber bullying).



If someone is being hurtful or unkind to you several times on purpose, for whatever reason, whether it is about you or your family or friends that is BULLYING. No one should be picked on for being different in any way, for how they act, what they look like or who their family are.



Why does bullying happen?

Although bullying doesn't happen very much at this school it might happen. Bullies can be older or younger than you, bigger or smaller than you. Bullies pick on people who may be different in some way and try to make them feel worse about themselves. If you are being bullied remember that it is never your fault.

What should I do if I think someone is being bullied?

Talk to the person and ask if they're okay and try to find out if they are being bullied. If they are, ask if you can help them talk to a teacher or an adult they trust.

What should I do if I'm being bullied?

If you are being bullied it is important to tell someone you trust. Tell an adult or friend, either at school or at home. If you have already told an adult about bullying you can still tell them again. You can:

1. Try not to let the bully know that he/she is making you feel upset.
2. Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
3. Stay in a group, bullies usually 'pick' on individuals.
4. Get away as quickly as you can.
5. Tell someone you can trust – it can be a teacher, a teaching assistant, a midday-play leader, a parent, a friend, a playground buddy, a brother, a sister or a relative. [Tanja Doig is the anti-bullying lead in our school]
6. If you are scared, ask a friend to go with you when you tell someone.
7. If you don't feel you can talk to someone about it, write it down and hand it in to an adult.
8. When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?)
9. Keep on speaking out until someone listens and helps you.
10. Never be afraid to do something about it and act quickly.
11. Don't suffer in silence.
12. Don't blame yourself for what is happening.
13. You can also call ChildLine at any time for free on 0800 1111. They will not tell anyone about what you have said unless they feel it is necessary.

To ensure everyone at our school feels happy, safe and able to learn, **THINK** before you act. Are your actions and words:

T - TRUE?

H - HELPFUL?

I - INSPIRING?

N - NECESSARY?

K - KIND?