

# Hemingbrough CP School

## Anti - Bullying Policy

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|-----------------------|-----------|-----------------------------------------|----------------------------|
| <b>Next Review</b>    | July 2027 | <b>Responsibility &amp; reviewed by</b> | <i>Full Governing Body</i> |
| <b>Date of Review</b> | July 2026 | <b>Revisions made</b>                   | Yes                        |

### Rationale

At Hemingbrough Community Primary School we believe that our pupils are entitled to learn in a supportive, caring and safe environment, without fear of being bullied.

This policy is underpinned by the protected characteristics as stated in The Equalities Act, which states that schools should not 'discriminate against a pupil by treating them less favourably because of their age, sex, race, ethnicity, nationality or colour, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity'.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all children. We believe that our procedures are in line with the Children Act 1989 and the Education Act 2002.

### Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social Development.
- To show commitment to overcoming bullying by practising zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.

### Definition

The Anti-bullying Alliance defines bullying as 'repetitive, intentional hurting of one person by another/s, where the relationship involves an imbalance of power'.

The main types of bullying are (but not limited to):

- Physical (hitting, kicking, any type of violence or physical contact)
- Teasing
- Verbal (name calling, ridicule comments)
- Theft (including hiding items)
- Damage to personal property
- Racial (taunts, gestures, comments)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (focussing on the issue of sexuality)

- Emotional (being unfriendly, excluding 'tormenting')
- Indirect (spreading rumours, excluding someone from social groups)
- Cyberbullying - bullying via mobile phone, online or other technologies (for example email, social networks and instant messenger)

Bullying can be based on the following:

- Race
- Sexual orientation (homophobic, biphobic, transphobic)
- Special Educational Needs or disability
- Culture or class
- Gender identity
- Gender
- Appearance or health conditions
- Religion or belief
- Related to home or personal circumstances
- Related to another vulnerable group

What causes bullying?

People bully for different reasons. These could be:

- To feel powerful
- Jealousy
- To feel good about themselves
- To be in control
- Because they want something (attention, possessions or friends)
- To look good in front of others
- To feel popular
- Because of peer pressure
- To look 'clever/big'
- For fun
- Because they are being bullied themselves
- As a cry for help

## **Cyberbullying**

Cyberbullying can be defined as the use of Information and Communications Technology (ICT), particularly mobile phones and the Internet, deliberately to intimidate, threaten, shame, demean or ostracise someone else. At Hemingbrough CP School the Acceptable Use Policy references responsible use of school IT networks and equipment. Children do not use the Internet without adult supervision and when it is used to support learning in the classroom this is overseen by class teachers and/ or teaching assistants. As a result of this supervision, issues of cyberbullying are extremely unlikely to happen within the school day. However we acknowledge that it can happen outside of school. Children are taught about Internet safety and cyberbullying through Computing, PSHE lessons and assemblies. Where mobile phones and other forms of technology are used out of school to bully or intimidate others, then the head teacher does have the power to intervene 'to such an extent as it is reasonable to regulate the behaviour of pupils when they are off the school site'.

Certain types of conduct, bullying or harassment can be classified as criminal conduct. The school takes such conduct extremely seriously, and will involve the police or other agencies as appropriate. Such conduct includes, but is not limited to:

- Sexting
- Threats of violence, assault or abusive comments, images or videos
- Abusive calls, emails, social media posts, or texts directed at someone on the basis of someone's ethnicity, religious beliefs or sexual orientation

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

### **Derogatory language**

Derogatory or offensive language will be challenged and recorded on CPOMS, followed by actions and sanctions as appropriate.

### **Prejudicial incidents**

A prejudice based incident is unkind or hurtful behaviour motivated by a prejudice or negative attitude, belief or view towards a protected characteristic or minority group. It can be targeted towards an individual or group. These incidents are taken seriously, recorded and monitored.

### **Bullying outside of school**

Bullying is not acceptable whether it takes place inside or outside of school. The nature of cyber bullying in particular means it can impact beyond the school day. Staff, parents, carers and pupils must be vigilant to bullying outside of school and respond accordingly.

Head teachers have the legal power to make sure pupils behave outside of school premises (state schools only). This includes bullying that happens anywhere off the school premises, for example on public transport or in a town centre. School staff can also choose to report bullying to the police or local council.

### **Procedures and responsibilities**

All stakeholders are responsible for upholding and implementing this policy. The headteacher has responsibility for ensuring that the policy and any measures are applied fairly, consistently and reasonably. All staff have responsibility for ensuring:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- The incident will be recorded on CPOMS, which is monitored by the Senior Leadership Team
- Incidents will be reported to parents/carers as appropriate
- Class teachers will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the pupil's behaviour policy.
- The school uses relational approaches and restorative conversations to discuss and resolve incidents
- Consequences will be used as appropriate

The Senior Leadership Team and PSHE lead are responsible for ensuring we undertake an anti-bullying week annually and that anti-bullying is discussed regularly as part of our PSHE curriculum.

It is the responsibility of parents/carers to support their children and work in partnership with the school. Parents are encouraged to report any incidents of bullying to a member of school staff, who will deal with it in line with this policy.

### **For Pupils**

Tell someone – Family member, friend or member of staff

Walk away – do not give the bully the satisfaction of seeing that their actions have affected you.

Use the 'broken record' method of saying no – do not enter into an argument.

### **Pupils who have been bullied will be supported by:**

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

### **Pupils who have bullied will be helped by:**

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

### **For Staff**

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible
- To take appropriate action, or refer the matter to the Headteacher for further action
- To record the incident on CPOMS
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying.
- To foster by example the values we as a school believe in
- To promote the use of interventions which are least intrusive and most effective
- To record the incident and actions taken

### **Monitoring, Evaluation and Review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This policy should be read alongside our School Behaviour Policy, E Safety Policy, Child Protection Policy and Child on Child Abuse Policy.