

Hemingbrough CP School

Anti - Bullying Policy

Next Review	Jan 27	Responsibility & Reviewed by	<i>Full Governing Body</i>
Date of Review	Jan 26	Revisions made	Yes
Date of Policy Adoption by Governing Body	Nov 2015	Signed	<i>Ben Bowers</i> <i>Chair of Governors at time of first adoption by FGB</i>

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 sex, race, disability, religion or belief, sexual orientation, gender reassignment, pregnancy or maternity'.

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

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

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

- Physical (hitting, kicking, any type of violence)
- Teasing
- Name Calling
- Theft (including hiding items)

- Racial (taunts, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (focussing on the issue of sexuality)
- Emotional (being unfriendly, excluding 'tormenting')
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

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. Children are taught about Internet safety and cyberbullying through Computing, PSHE lessons and assemblies. Where mobile phones 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 or assault
- 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.

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
- 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

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.