Hemingbrough CP School

Anti Bullying Policy

Date of Next Review	October 2022	Responsibility	*Policy Committee*
Date of Policy Creation	Adapted school written model	Responsibility	*Ben Bowers (Chair)*
Date of first Policy Adoption by Governing Body	**Nov 2015**	Responsibility	*Chair of Governors*
Method of Communication Website			

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 deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The main types of bullying are:

- Physical (hitting, kicking, any type of violence)
- 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

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
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- 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

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 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 and the Child Protection Policy.