

Hemingbrough CP School

Anti Bullying Policy

Date of Next Review	October 2020	Responsibility	<i>Policy Committee</i>
Date of Policy Creation	Adapted school written model	Responsibility	<i>Ben Bowers (Chair)</i>
Date of Policy Adoption by Governing Body	Nov 2015	Responsibility	<i>Chair of Governors</i>
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.

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 three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)

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.

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.