



Hady Primary School and Nursery

Antibullying Policy

Governor minute number	
Date agreed	
Revision date	
Reviewed signature	

Hady Primary School Antibullying Policy

Rationale

Everyone at Hady Primary School has the right to feel welcome, secure and happy. Only if this is the case, will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase the understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at our school.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time. This can take the form of either physical or emotional ridicule, indirect action such as spreading unpleasant stories about someone or cyber-bullying (i.e. text messages or the Internet).

The school works hard to ensure that all pupils and parents know the difference between bullying and simply "falling out".

Online safety and Cyber-bullying

Cyber-bullying is an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself. The occurrence of cyber bullying is becoming an increasing problem in our society.

Using the internet for research purposes is also becoming more popular inside and outside of school. Therefore, to ensure the safety of all children when online, all teachers will remind students of the rules at the beginning of every half term. These are displayed on whiteboard and on the children's desktop as a result of work completed during internet safety/cyber bullying lessons.

These rules cover

Safe

Keep safe by being careful not to give out personal information when you're chatting or posting online. Personal information includes your email address, phone number and password.

Meeting

Meeting someone you have only been in touch with online can be dangerous. Only do so with your parents' or carers' permission and even then only when they can be present. Remember online friends are still strangers even if you have been talking to them for a long time.

Accepting

Accepting emails, IM messages, or opening files, pictures or texts from people you don't know or trust can lead to problems – they may contain viruses or nasty messages!

Reliable

Someone online might lie about who they are and information on the internet may not be true. Always check information with other websites, books or someone who knows. If you like chatting online it's best to only chat to your real world friends and family

Tell

Tell your parent, carer or a trusted adult if someone or something makes you feel uncomfortable or worried, or if you or someone you know is being bullied online.

Further procedures will also be followed by all Hady staff to prevent the occurrence of Cyberbullying.

- Pupils and parents will be urged to report all incidents of Cyberbullying to the school.
- All reports of Cyberbullying will be investigated and recorded on Cpoms
- Pupils and parents will sign an Acceptable Use of IT contract.
- Parents will be provided with information and advice on how to combat online bullying
- The police will be contacted in cases of actual or suspected illegal content.
- Links with the police will be maintained so that visits to school by the police can be made to inform pupils of the dangers and consequences of Cyberbullying.

Actions to Tackle Bullying

For legislation information see App 1.

Prevention is better than cure so we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum to reinforce the ethos of the school and help pupils to develop strategies to celebrate diversity, friendships and collaborative working, alongside methods to combat bullying-type behaviour.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents, investigations and outcomes on Cpoms. All staff are responsible for this and will be required to give feedback of report and the action taken. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported on Cpoms. If bullying includes racist abuse then it will also be reported on Cpoms.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk separately and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring. If necessary the member of staff will obtain witness information.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role play and other drama techniques can be used as well as Circle Time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists. Consideration will be given to vulnerable groups for self esteem/anger management training. Strategies may involve outside agency support e.g. MAT, in cases where misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Victims need to feel secure in the knowledge that assertive behaviour, and even walking away, can be effective ways of dealing with bullying. Following an incident of bullying, action will be taken to prevent further occurrence. This may include:

- imposition of sanctions
- obtaining and apology
- informing parents of the bully/bullied
- providing appropriate training
- providing mentor support for the victim/bully

Parental Involvement

If the incident is bullying the parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle

the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school).

Where necessary we have and will call on outside resources such as the Behaviour Support Service, Education Psychology, to support our action. This policy is seen as an integral part of our Behaviour and Discipline Policy.

Appendix

The Equality Act 2010

The new Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Schools are now required to comply with the new Equality Duty.

The Act also makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment. In England and Wales the Act applies to all maintained and independent schools, including Academies and Free Schools, and maintained and non-maintained special schools.

Safeguarding Children and Young People

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

Criminal Law

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

Bullying Outside School Premises

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff (*this legislation does not apply to independent schools*). This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.