

Helpringham Primary School	
Document Name	Anti Bullying Policy
Date Reviewed	October 2019
Next Review Date	September 2020

1.0 Introduction

1.1 The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

1.2 At Helpringham Primary School, we define bullying 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, remarks made by texting on a mobile phone or remarks made on a social networking site or any other electronic means)

1.3 We recognise that 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.

1.4 Pupils, at our school, are encouraged to report any incidents of bullying.

1.5 Teaching and support staff are alert to the signs of bullying and will act promptly and firmly against it in accordance with this policy.

1.6 This policy should be read in conjunction with the Behaviour Policy as it does not override that policy.

2.0 Implementation

2.1 The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incidents will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incidents will be recorded and given to the Headteacher.
- The Headteacher or senior member of staff available will interview all concerned and will record the incidents.
- Class teachers will be kept informed and the class teacher will advise other staff as appropriate.
- Parents will be kept informed.

- Appropriate sanctions will be used as necessary after consultation with all parties concerned.
- While this policy is correct at the time of publication, it is recognised that all references to outside agencies could be subject to review and amendment.

2.2 Pupils

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 who will:
 - reassure the pupil
 - offer continuous support
 - help to restore self-esteem and confidence

3.0 Bullying Causing Significant Harm

3.1 When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident will be addressed as a Child Protection concern under the Children Act 1989. Where this is the case, the school staff must discuss with the school's designated safeguarding lead who will report their concerns to their local authority with them to take appropriate action.

4.0 Cyber Bullying

4.1 The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

4.2 The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized by a member of staff who has been formally authorised by the Headteacher, that staff member can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

4.3 If an electronic device that is prohibited by the school rules has been seized and the member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable. Material on the device that is suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted prior to giving the device to the police. If a staff member finds material that they do not suspect contains evidence in relation to an offence, they can decide whether it is appropriate to delete or retain the material as evidence of a breach of school discipline.

5.0 Bullying as a Criminal Offence

5.1 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 and as such the school will notify the relevant authorities.

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6.0 Supporting Pupils Who Have Been Bullied

6.1 At Helpringham Primary School we will support pupils who have been bullied 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

- a discussion after a set period of time (relevant to the individual situation) to check that the situation has improved

7.0 Dealing With the Bully

7.1 The following disciplinary steps may be taken against the pupil who has bullied another child:

- warnings to cease offending
- exclusion from certain areas of school premises
- exclusion from extra-curricular activities and / or activities off the school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

8.0 Bullying Not on the School Premises

8.1 School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include 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.

8.2 Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher will also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police must always be informed.

While school staff members have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

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9.0 Prevention

9.1 Helpringham Primary School recognises that a school's response to bullying should not start at the point at which a child has been bullied and that the best schools develop a more sophisticated approach in which school staff proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.

Within the curriculum the Helpringham Primary School will raise the awareness of the nature of bullying through inclusion lessons in PSHE, collective worship and subject areas, as appropriate, in an attempt to eradicate such behaviour

10. Monitoring, evaluation and review

10.1 The school will review this policy every two years and assess its implementation and effectiveness.

10.2 Behaviour logs are kept in school and reported to Governors

Date for Review: Sept 2020

Chair of Governors

Headteacher