



HALFWAY JUNIOR SCHOOL



Anti-bullying
January 2019
Review: January 2020

“Supporting Each Other to Achieve Success for All”



ANTI-BULLYING

Policy and Procedures

December 2017

At Halfway Junior School we believe that children should be free to learn in a supportive, caring and safe environment without fear of being bullied.

We have a zero tolerance attitude to bullying.

Definition

“Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

(DfE “Preventing and Tackling Bullying” 2014)

Or

The Anti-Bullying Alliance defines bullying as *“the repetitive, intentional hurting of one person by another where the relationship involves an imbalance of power”.*

All bullying is “emotional” and plays on weakness: the imbalance of power.

Bullying can be physical and can include damage to belongings. It may be verbal such as threats, insults or teasing. It may be indirect such as rumours, social exclusion, being ignored or not spoken to. Bullying could also be emotional, for example, direct exclusion or indirect e.g. through cyber-bullying.

Bullying can also be because of prejudice against particular groups e.g. SEN, race, religion, gender, sexual orientation, transgender status or because of caring duties.

Bullying may involve complicity that falls short of direct participation by, for instance, manipulating a third party to tease or torment someone. It may be overt and intimidating but is often hidden and subtle. It includes actions or comments that are racist, religious or cultural, homophobic, transphobic, sexist, sexual or which focus on disabilities or other physical attributes (such as hair, colour or body shape) or any reference to Special Educational Needs and/or disability.

Halfway Junior School recognises that bullying can occur in both adult and child relationships.

Everyone has the right to be safe and we care for all children and adults in our community. We take seriously the emotional health and well being of all within the school. We aim to create a caring climate where anti- social and bullying behaviours are not tolerated.

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it. Children must always be encouraged to report bullying in school to a teacher or staff member.

Why is it Important to Respond to Bullying?

Bullying makes the lives of its victims a misery: it undermines their confidence and self-esteem; and destroys their sense of security and can be psychologically damaging. Bullying impacts on its victims' attendance and attainment at school, marginalises those groups who may be particular targets for bullies and can have a life-long negative impact on some young people's lives.

Bullying hurts; no one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Schools and parents have a responsibility to respond promptly and effectively to issues of bullying. Children who are bullying need support to learn different ways of behaving. Children who are being bullied will be supported by staff and pastoral mentoring to feel emotionally and physically safe.

Objectives of this Policy

This policy aims to:

- ◆ Ensure all teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- ◆ Inform children and parents of the school's high expectations of behaviour and to foster a productive partnership, which helps maintain a bully-free environment.
- ◆ Promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- ◆ Demonstrate commitment to overcoming bullying by practising zero tolerance.
- ◆ Identify and deal with incidents of bullying consistently and effectively.
- ◆ Reassure pupils and parents that they will be supported when bullying is reported.

Signs and Symptoms

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.

They may appear withdrawn, lack confidence or frequently anxious. Anxiety may be outwardly demonstrated with a sudden stammering, they may attempt self-harm or threaten self harm. Parents may report an unwillingness to come to school, generally teary, especially at night. Parents may notice nightmares, bedwetting or uncharacteristically angry towards loved ones.

Adults and parents should be aware of these possible signs and should consider the possibility of bullying which should be investigated. The way to stamp out bullying is for people to be aware of the issues involved, and to be clear in their own minds what action to take should cases arise.

What do we do as a school when bullying takes place?

Parents can be assured that the school takes all reports of bullying very seriously. Our priority will be to support those being bullied and to stop the bullying. It is the school's responsibility to assess the seriousness of the bullying and to determine the appropriate action that should be taken.

Procedure if a pupil should witness bullying behaviour

1. Support the victim by offering your friendship and make it clear that in your opinion what is happening to them is wrong.
2. Encourage them to speak out on their own behalf by confronting the bully, or with their permission, confront the bully yourself.
3. Accompany the victim to a trusted adult, or suggest that you see their Head of Year or Tutor on their behalf.

Procedure for members of Staff should you witness an incident of bullying or it is reported to you

1. Reassure and support the pupils involved.
2. Investigate by speaking to all children involved.
3. Advise them that you are required to pass details on to the relevant member of the pastoral team and Headteacher.
4. All incidents of bullying and the way in which they were dealt, will be fully recorded and stored in the child's central file. The Headteacher must be informed of all incidents of bullying.

It is recognised that incidents of bullying occur in all schools. It is essential that all such incidents are taken seriously and dealt with in an appropriate manner. A pupil or parent may report an incident to any member of staff, and this member of staff is responsible for ensuring that the incident is reported, investigated and the results of the investigation are communicated back to the original person reporting the incident.

Any allegation from a child or parent regarding bullying will be recorded as bullying and investigated fully. Incidents may later be found to be isolated incidents which reflect misuse of the word "bullying" and the incident handled differently by working with families and children to develop better understanding of the insidious nature of bullying.

Pupils who have been bullied will be supported by:

- ◆ Offering an immediate opportunity to discuss the experience with a Learning Mentor or a member of staff of their choice
- ◆ Reassuring the pupil
- ◆ Offering Mentoring 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 the need to change
- ◆ Informing parents or guardians to help change the attitude and behaviour of the child

The following disciplinary steps can be taken:

- ◆ Official warnings to cease offending
- ◆ Detention- Loss of playtimes
- ◆ Loss of privileges – i.e afterschool clubs, breakfast club
- ◆ Isolation
- ◆ Exclusion

Prevention

Halfway Junior school ethos is one of care and respect towards everyone in the school community. Strategies to support our ethos of care include:

- Anti Bullying Week
- Using assemblies to talk about bullying and give out key messages.
- School, classroom and playground rules make clear the behaviour we expect, and our use of rewards and sanctions.
- Adults modelling language and behaviours for children to follow and learn from.
- Adults challenging inappropriate and/ or abusive language.
- Golden tokens
- Halfway Heroes
- School council
- SEAL/Circle time
- Childline workshops
- Therapeutic interventions (Theraplay, Lego therapy, or nurture groups etc)
- Celebration Assemblies i.e. Star of the Week, Hall of fame or golden book of learning
- PSHE and citizenship lessons
- Friendship stops
- Curriculum weeks
- 1:1 support with Pastoral staff

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.

Guidance, advice and links used to support the production of our Anti-bullying policy:

- *Bullying at school – GOV.uk*
- *Peer Abuse – SCSB Child protection and Safeguarding procedures*
- *Working together to safeguard children, DforE 2015*