

## ST ANN'S HEATH JUNIOR SCHOOL

### Anti Bullying Policy

**This school is committed to safeguarding and promoting the welfare of children and young people and expects all members of the school and its community to share this commitment**

#### Introduction

At St Ann's Heath Junior School, we are committed to providing a safe, happy, positive and calm learning environment in which all children are supported to achieve their full potential and to overcome any barriers to their learning. We aim to prepare children to become effective learners, and for facing the challenges and responsibilities of adult life, and to this end encourage the development of self discipline and taking responsibility for their own actions. We encourage children to think about their actions and make the right choices.

Our school values underpin the way in which we nurture relationships between every member of our school community, and at the heart of our school's ethos are

**RESPECT**- for each other, for staff and for other adults within our school community

**PRIDE**- in individual achievements and in the successes of the school

We believe that every child should be able to learn in a school environment free from bullying of any kind and one in which they feel supported. We recognise that instances of bullying can happen in all schools, and we are absolutely committed to recognising it and dealing with it seriously. **Bullying is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.**

This policy provides a framework for all members of the school community to be able to tackle bullying. It follows the guidance provided by the DFE publications 'Preventing and Tackling Bullying' (2013) and 'Cyber Bullying- Advice for Headteachers and School Staff (2014)

#### Aims

The aims of our Anti Bullying policy are

- ◆ To provide a safe, caring environment for the whole school community, especially the children in our care.
- ◆ To protect children from physical and verbal bullying
- ◆ To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- ◆ To reassure children that they will be listened to and will know that it is right to tell.
- ◆ To take appropriate action, ensuring that any reported incidents are dealt with effectively
- ◆ To apply disciplinary sanctions to the pupil(s) responsible for bullying behaviour with the intention that they learn from the experience, including exclusion in cases of severe bullying, and do not get involved in bullying in the future
- ◆ To support the pupil(s) who are victims of bullying behaviour
- ◆ To monitor incidents of bullying and review the effectiveness of procedures in place
- ◆ To record separately any racist incidents

## **Definition of Bullying**

Bullying is deliberately hurtful behaviour repeated over a period of time, involving the dominance of one person by another or a group of others. It can involve a person, a group of people, behaving in a way which might meet needs for excitement, status, material gain and does not recognise or meet the needs or rights of the other people/ person who are harmed by the behaviour. It does not apply to one off incidents. One of the defining features of bullying is its persistence, and involves misery making over a long period of time. In bullying, there is a wilful, conscious desire to hurt another and put him or her under stress. This can be physical, verbal and/ or emotional. Bullying can range from physical intimidation, assault on persons and/or their property, through to ostracising, name-calling, teasing, threats and extortion.

**Physical abuse** can take the form of pushing, punching, striking, hitting, biting etc, varying in severity from a mild blow to the body to an assault

**Verbal abuse** can be seen as offensive and/ or insulting remarks directed to another person or their friends or family. Verbal abuse takes the form of threatening, taunting, name calling, teasing, racial harassment and/ or sexual harassment

Bullying may be directed towards **Race, Gender, Sexual Orientation or Disability**. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring; Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability. At St Ann's Heath we aim to develop children's understanding of ethnic diversity issues and explore racial tolerance in PSHE and Citizenship lessons, in Religious Education lessons and in school assemblies. Any racial incidents are reported to the governing body and local authority as required.

**Sexual harassment** is another specific form of bullying in that it is behaviour of a sexual nature, which can adversely affect the dignity of girls and boys at school. It can occur in the primary years, the most common examples being insults or ridicule of a sexual nature; lewd, suggestive behaviour; and/ or the use of homophobic language.

**Cyber-bullying** is the use of Information Communications Technology (ICT), particularly mobile phones and the internet, to support deliberate, repeated and hostile behaviour intended to harm others. This can involve text messages or photographs, social networking sites such as Facebook, and emails. See separate information sheet.

## **Challenging Bullying Behaviour**

At St Ann's Heath Junior School we believe that bullying behaviour must be challenged in order to

- Provide for the safety and happiness of all children
- Ensure that a child's self esteem and self confidence is not damaged by the actions of others
- Ensure that a child's educational achievement is not impacted upon by negative experiences
- Promote positive behaviour and relationships between our children in keeping with the ethos of the school
- Demonstrate to all members of the school community, including parents, that we are a caring school and value each and every child

## **Dealing with Instances of Bullying**

It is the responsibility of **all adults** to

- Be vigilante in classrooms and around the school, ensuring that any form of unacceptable behaviour is not tolerated

- Encourage children to be honest, with an awareness of their social responsibility
- Use the curriculum and other opportunities to reinforce messages about treating each other with respect and fairness,
- Be caring and approachable, so that children feel able to speak to them if something is worrying them or has happened to them
- Reassure children that any matter they raise will be dealt with sensitively and that they will be given support.
- Ensure that all children know that reports of bullying will be acted upon and not ignored
- Treat seriously and follow up every report or allegation of bullying
- Look into an incident as soon as possible and speak to all those involved (including any witnesses), privately, in order to gain an accurate picture
- Listen carefully to all accounts and adopt a problem solving approach
- Keep an accurate record of what is said
- Provide care and support for the victim of bullying, being aware that they may well be afraid to tell
- Report incidents of bullying behaviour to the headteacher or assistant headteachers

It is the responsibility of the **headteacher or assistant headteachers** to

- Undertake any additional discussions with children involved
- Identify the perpetrator(s), discuss the allegations and establish as far as possible what has happened
- Contact parents of the victim of bullying and invite to a meeting in school to let them know what has been happening and what is being done about it, giving the chance to discuss strategies for support
- Contact parent of child who has been bullying and invite to a meeting in school to inform them what has been going on, appropriate sanctions to be put in place and follow up at home.
- Implement sanctions, which will include the loss of breaktimes/ lunchtimes for a specified period of time; withdrawal of specific activities; and In extreme cases of bullying the fixed period exclusion procedure will be followed
- Provide pastoral support for the victim with a mentor/named person (usually the classteacher or teaching assistant in the class) monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition.
- Provide pastoral support for the bully. This will include a behaviour support programme and opportunities in circle time or groups for the child/ren to discuss relationships, feelings and the effect bullying can have on individuals. A mentor/named person (usually the headteacher or assistant headteacher) will support the child(ren) during this programme.
- Follow up cases of bullying at regular intervals to ensure that the bullying has not started up again

### **Purpose of Sanctions**

The purpose of sanctions is to

- Impress on the perpetrator(s) that what they have done is unacceptable
- Deter him/ her from repeating that behaviour and signal to other children that such behaviour is not accepted in order to deter them from behaving in a similar way
- Provide potential opportunities for the perpetrator to go some way towards putting right the harm they have caused
- Demonstrate to the whole school community that St Ann's Heath will not tolerate bullying behaviour

## **Roles and Responsibilities**

### **Role of Governors**

The governing body supports the headteacher and staff in all attempts to eliminate bullying from our school. The governing body takes incidents of bullying very seriously and monitors the incidents of bullying that occur, reviewing the effectiveness of the anti bullying policy and procedures that are in place. The governors' Vision and Ethos committee review records of incidents kept by the school.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/ her to conduct an investigation into the case and to report back to a representative of the governing body.

### **Role of headteacher**

It is the responsibility of the headteacher to implement the school's anti bullying policy and ensure that

- The ethos of the school, and focus on respect for each other and pride in ourselves and our school, is high profile at all times; when children feel valued and are treated with respect and kindness, bullying is far less likely to be a part of their behaviour
- All children know that bullying is wrong and bullying behaviour is an unacceptable way to treat others
- Language that is rude, aggressive, racist or homophobic is not acceptable in our school community
- Anti bullying has a high priority eg anti bullying weeks with special assemblies/ posters around the school/ use of materials including stories with examples of bullying and resolutions
- All staff are not only fully aware of the policy but know how to deal with incidents of bullying, having appropriate training as required.
- Accurate records are kept so that individual cases are managed effectively; evidence is clear regarding decisions that are made, especially if external agencies need to be involved; and patterns of behaviour can be monitored
- Appropriate information is provided to stakeholders, including reports to the governors' Vision and Ethos committee about the effectiveness of the policy, and up to date presentations to parents about developments in E safety
- External support agencies are involved when appropriate to support children, staff and/ or parents

### **Role of teachers and teaching assistants**

It is the responsibility of all teachers and teaching assistants to

- Create an atmosphere of mutual respect in their classrooms by praising, rewarding and celebrating the contributions and successes of all children
- Take all forms of bullying seriously and be vigilante in terms of monitoring relationships between children around the school
- Be approachable and willing to listen to a child who wishes to share something
- Follow the guidelines for dealing with instances of bullying as detailed in this policy
- Keep accurate written record if appropriate so as to be clear of the facts
- Provide support as necessary for victims or perpetrators of bullying as part of a pastoral support programme

## **Role of pupils**

Pupils are encouraged to

- Be proud of who they are and the individual talents and qualities that they contribute to our school
- Treat each other with respect and take a pride in their achievements and those of the school community
- Support each other by being kind and caring, and not ignoring behaviour that is harmful or hurtful. All children are encouraged to speak out and tell an adult if they witness or are aware of unacceptable behaviour
- Speak to an adult if something is worrying them or has happened to them
- Try to be assertive and stand up to bullying behaviour
- Contribute to class and groups discussions about bullying eg in circle times

## **Role of parents**

Parents have a responsibility to

- Support the school's anti bullying policy and to actively encourage their child(ren) to be positive members of the school community
- Take an active role in their child(ren)'s education by asking them questions about their day and looking out for any unusual behaviour or changes in attitude that may suggest there is a problem
- Inform their child's classteacher or member of the leadership team immediately if they are concerned that their child might be being bullied, or might be the perpetrator of bullying
- Encourage their child(ren) to speak to an adult in school if they are worried about something
- Trust the school to bring about a resolution to a problem, not approach a child or another parent themselves which may well cause further issues

## **Equal Opportunities**

The principles and procedures in this policy apply to all children regardless of gender, race, sexual orientation or level of ability.

## **Monitoring and Review**

The Vision and Ethos committee monitor the implementation of this policy through termly meetings. The policy will be reviewed annually to ensure that new developments and initiatives are taken into account; that policy and practice in school is consistent; and that all new staff and governors are fully aware of procedures.

**Approved by Governing body**

**November 2015**

**Review date**

**November 2016**

**Review frequency**

**Annual**

**Appendix 1:** Anti bullying leaflet for children

**Appendix 2:** Cyber Bullying Information

