



Hamworthy Park Junior School

Anti-Bullying Policy

January 2018

Anti-Bullying Champion: K Amabile

Rationale and purpose

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn. Our school policy has given careful consideration to the 6 equality strands: race, ethnicity, gender, age, religion, disability and sexuality. This is to ensure that anti-bullying provision is provided in a sensitive and non-judgmental way that will enable all young people, staff and the wider community to feel valued and included in effective policy and practices.

This policy aims to ensure that Hamworthy Park Junior:

- promotes the well-being of all members within the school community
- develops a policy which encourages good behavior and respect for others on the part of the pupils and, in particular preventing all forms of bullying amongst pupils
- establishes procedures for dealing with complaints about bullying

Bullying can be defined in a number of ways. At Hamworthy Park Junior School we have agreed that bullying is:

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

Bullying can be direct or indirect and includes:

Verbal bullying – name calling, taunting, mocking, making offensive comments and teasing

Physical bullying – kicking, hitting, punching, pushing and pinching

Exclusion – being repeatedly excluded from discussions/activities, by those they believe to be their friend

Damage to property or theft – property being repeatedly damaged or stolen or physical threats in order to take a person’s property

Emotional bullying – spreading hurtful rumours, being forced to do things against your will and taking belongings or money

Cyber bullying – offensive text messages and emailing and sending degrading images by phone or the internet, including through the use of social media apps and games consoles

At Hamworthy Park Junior School, we believe that:

- everyone has the right to work in an environment free from fear
- everyone has a duty to work together to protect others so bullying does not take place
- all members of the school community will be listened to and taken seriously
- bullying is undesirable and unacceptable
- bullying prevents pupils achieving their full potential
- seeking help and openness are regarded as signs of strength not weakness

HAMWORHY PARK JUNIOR SCHOOL

ANTI-BULLYING POLICY

This policy should be read in conjunction with the 'Behaviour Policy', 'Complaints', 'Whistleblowing' and 'Home Learning' policies. This policy takes account of the Department for Education guidance and the school's legal duties under the Equality Act 2010.

Aims

Children and adults in the school will work hard to:

- ✓ assist in creating an ethos in which attending school is a positive experience for all members of the local community
- ✓ make it clear that all forms of bullying are unacceptable
- ✓ enable everyone in the school to feel safe while at school and encourage pupils to report incidences of bullying
- ✓ deal effectively with bullying
- ✓ ensure all members of the school community feel responsible for combating bullying
- ✓ support and protect victims of bullying and ensure that they are listened to
- ✓ help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change
- ✓ liaise with pupils, parents and other appropriate members of the community
- ✓ ensure consistence in practice within the school community
- ✓ help prevent bullying and bullying behaviour from starting

Intended Outcomes

At Hamworthy Park Junior School we will ensure that:

- ✓ there are effective listening systems for pupils and staff within the school
- ✓ parents have a point of contact for the anti-bullying lead in school if they are concerned about their child
- ✓ all staff have the necessary skills and confidence to deal with incidents of bullying effectively and promptly
- ✓ no child's educational opportunities and achievement is disadvantaged due to the experience of bullying
- ✓ all staff are equipped with the skills necessary to deal with bullying
- ✓ the wider school community is involved in dealing effectively with: reporting, recording, monitoring and if necessary referring bullying incidents
- ✓ there is effective communication with parents and the wider school community on the subject of bullying through newsletters, parents meetings and events
- ✓ all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations
- ✓ the Anti-bullying Champion will keep a central log of all bullying incidents, and relevant information is passed to the Local Authority and Academy Trust when required
- ✓ An annual questionnaire is completed and analysed by SLT and its findings are reported to the governing body

Responding & Supporting

Children will receive support in the following ways:

- Hamworthy Park Junior's Anti-Bullying Champion will provide guidance for pupils, staff and parents in tackling and preventing bullying
- School Pastoral Team available daily and will take a lead in the school's annual Anti-Bullying Week
- Worry boxes will be available to raise concerns
- Listening Ear forms available to raise concerns
- Year 6 Playground Buddies
- Peer Mediators
- PSHE lessons covering these issues
- Regular Assemblies will focus on the anti-bullying theme
- Application of disciplinary protocols, consistently and fairly
- Adults will use the school's recording forms and involve outside agencies (such as Educational Psychologists, EMTAS and Behaviour Support Service) as appropriate.

Teachers are responsible for:

- ✓ Ensuring that pupils know they can confide in their teacher
- ✓ Showing pupils that bullying is taken seriously
- ✓ Making pupils who are bullied feel safe in school
- ✓ Dealing immediately and sensitively with incidents of bullying
- ✓ Teach pupils through PSHE and circle time to respect others feelings
- ✓ Through the use of Restorative Practices – develop an understanding of how a pupil's actions can affect others
- ✓ Providing opportunities for children to have time to talk – Repair & Rebuild
- ✓ Recording incidents as well as pupil/ parental concerns in CPOMs
- ✓ Informing the Executive Headteacher or Head of School
- ✓

The Executive Headteacher, Head of School or Year Leader will:

- ✓ Inform parents and give them the opportunity to express their views about the situation.
- ✓ Work with parents and staff to resolve the problem in a positive manner.
- ✓ Advise parents on supporting their child.
- ✓ The Executive Headteacher or Head of School and Class teacher will:-
- ✓ Support all parties involved whilst the problem is being resolved.
- ✓ Encourage the pupil who bully to modify their behaviour until it becomes acceptable.
- ✓ Provide follow up support for both parties and oversee modified behaviour.

Any adult in the school community who feel that they have become a victim of bullying should consult the Executive Headteacher, Head of School or Chair of Governors.

Confidentiality/Safeguarding

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff will make this clear to pupils. This judgement will be based upon the seriousness of the situation, the degree of harm that a pupil may be experiencing, and the pupil's age, maturity and competence to make their own decisions. Although the school cannot guarantee confidentiality pupils will be informed of national and local helplines, if appropriate, where confidentiality can be maintained.

Safeguarding procedures will be followed when any disclosures are made. Our school recognises that 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, our school staff will report their concerns to the Designated Senior Person for Child Protection who will refer to Children's Social Services.

Monitoring Arrangements

This policy will be evaluated and updated where necessary. The views of pupils, parents and staff will be used to make changes and improvements to the policy on an ongoing basis.

This policy will be implemented in conjunction with the policies for Equalities, Safeguarding, and Health and Safety.

Tool Kit for dealing with bullying behaviour

Any inappropriate behaviours that could be considered (as) 'bullying', will be taken seriously at all times. These will be reported in the following ways:

- Written or verbal communications from a child/parent
- Any adult working in school will record any observed or communicated behaviour on CPOMs



If a member of staff recognises or has any concerns that bullying behaviour is taking place they will report it to the class teacher.



Teacher speaks to the child/ren concerned through Repair & Rebuild to identify any concerns/worries.
Teacher observes the children in classroom and playground.
Record incidents/observations in class concern book.



Do you consider this incident as 'bullying'?
Consult with Head of School



NO

Ensure the incident is recorded on CPOMs and regularly monitor the issue. Give child strategies to quickly report further concerns, e.g book/ key adult



YES

Child's class teacher speaks to all parties involved.
This is recorded on CPOMs.



If NO

The offender is given the opportunity to correct their behaviour, a reflection sheet completed and shared with offenders parents. Recorded on CPOMs



Class teacher to discuss the outcome with Head of School.

If YES

Head of School will meet with parents of both parties, putting in place strategies to support, e.g ELSA, group sessions.
Consequences may be considered in line with the school's Behaviour Policy