

Pixmore

Junior School

<u>Name of policy:</u>	Anti-Bullying Policy
HCC model policy reference no (if applicable)	
<u>Approved by:</u>	Alex Evans
On behalf of School Improvement/Resources Committee:	Kath West
Date:	October 2018
On behalf of Governing Body:	Tina Dickens
Date:	October 2018
<u>Date of next review:</u>	Autumn Term 2019

Our ethos and values:

Include, Inspire, Achieve
Pixmore is a happy and safe school where we:
Respect ourselves and others
Embrace individuality
Celebrate culture and diversity
Inspire a love of learning

Definition

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying, and the use of cyber technology to bully.

'Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'

(Preventing and Tackling Bullying, Advice for School Leaders, Staff and Governing Bodies, 2011, Department for Education)

Bullying will not be accepted or condoned. All forms of bullying will be addressed.

Bullying can include:

Physical pushing, kicking, hitting, pinching etc.
Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
Racial taunts, graffiti, gestures
Unwanted physical contact

We are aware that children from ethnic minorities, disabled children and those with learning difficulties are more vulnerable to this form of abuse and may well be targeted.

Aims

The aims of our anti-bullying policy are as follows:

- To create an ethos in which attending our school is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe while at Pixmore Junior School.
- To encourage pupils to report incidents of bullying, including cyber bullying.
- To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of our community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

The Role of the School

All members of the school community (pupils, staff, parents and governors) need to understand what constitutes bullying and be alert to signs that bullying is taking place.

Staff must understand the importance of preventative measures and also the procedures to follow if an incident of bullying takes place.

We aim to create an atmosphere where children feel that they will be listened to; sensitivity will be shown; and swift action taken.

When responding to incidents of bullying, staff will ensure that:

- the school's opposition to such behaviour is made clear
- the reasons for the school's objections to such behaviour are explained
- steps are taken to ensure, that as far as possible, such behaviour is not repeated
- the parents of the offender are informed of the school's policy not to tolerate such behaviour
- the child who has been bullied and his/her parents are supported and kept informed
- bullies and victims will get a buddy from their class to help support them
- the nature and response to an incident is made known to other staff and recorded as outlined below

Preventative measures

We recognise the value of teaching our pupils about strategies associated with Protective Behaviours. We have an open door policy whereby children and adults can talk about issues of concern to an adult of their choosing. All pupils are encouraged to identify adults in school who they can speak to about issues or incidents and they are reminded regularly about this. For any child who feels that they cannot or do not want to approach an adult, we have a worry boxes in the Library, which is checked twice weekly and issues dealt with by one of our key workers. Issues will be dealt with discretely where possible.

We will:

- help children to behave in a socially responsible way, through the PSHE curriculum in particular
- provide opportunities for children to share their ideas and feelings about bullying
- promote positive attitudes towards differences
- encourage children to follow Pixmore Way
- Encourage children to recognise their emotional status and understand how this can affect their behaviour
- ensure that all children know that the school cares about bullying
- organise supervision of key areas of the school
- take steps to prevent children from making unkind or offensive comments

Proactive Strategies

Bullying is always dealt with as a serious matter. All forms of bullying are recorded and monitored. Pupils understand that this behaviour is not tolerated. To make it simple the children are taught the acronym:

STOP!

S everal	S tart
T imes	T elling
O n	O ther
P urpose,	P eople!

Reactive Strategies

- Clear procedures for reporting, recording and tackling bullying
- Immediate removal from the playground/classroom of any child involved in a serious incident
- Circle Time
- Support /mentoring programmes

Action to be taken when bullying is suspected

If bullying is suspected, we talk to the suspected victim, the suspected bully and any witnesses. Help and support will be given as is appropriate to both the victim and the bully.

We support the victims in the following ways:

- Offering them an immediate opportunity to talk about the experience with their class teacher, or another adult if they choose
- Informing the victim's parents/guardians
- Log the incident and the response, then monitor the impact
- Offering continuing support if the victim requires it

We also discipline and try to help the bully in the following ways:

- Talking about what happened, to discover why they became involved
- Informing the bully's parents/guardians
- Log the incident and the response, then monitor the impact
- Continuing to work with the bully to support him/her in challenging any underlying attitudes; recognising the destructive nature of his/her behaviour and supporting the person in making any necessary changes

The Role of the Pupils

Pupils at Pixmore Junior School will:

- Try hard not to use bullying behaviour
- Use **STOP** to recognise bullying behaviour
- Recognise that they have a responsibility to report any incidents involving bullying behaviour
- Tell a member of staff who they trust as soon as possible or use the school worry box to report a problem

If you think you are being bullied:

- Help yourself if you think you are being left out by using the Buddy System
- Tell your Class teacher, Teaching Assistant or another adult in school - they will write an account or statement about the incident. Parents will then be informed of the situation, if appropriate
- This information will also be passed onto the suspected bully's class teacher
- Depending on the severity of the incident, the victim and the bully might be brought together by the Class teacher and the incident talked through
- Sanctions may be used if it is deemed appropriate
- Once the incident has been dealt with the situation will be monitored to ensure the bullying has not resumed
- If the bullying is seen to be continuing then the process will begin again with stricter sanctions

The Role of Parents

Parents, carers and families have an important role to play in helping our school to deal with bullying. They should:

- discourage their child from using bullying behaviour at school, at home or elsewhere
- take an active interest in their child's school life, discuss friendships, how playtime is spent and the journey to and from school
- watch out for signs that their child is being bullied, or is bullying others
- contact the school at the first sign if they are worried that their child is being bullied or is bullying others, making an appointment to see the child's class teacher
- when speaking to the teacher be as clear as possible about what your child says has happened – if possible give dates, places and names of others involved

Advice for Parents of Child Who Is Bullying

If your child is bullying, they could be copying the behaviour of other people at home or at school; or perhaps they haven't learned better ways of mixing with their friends. Friends may be encouraging bullying, or your child may be going through a difficult time and acting out aggressive feelings.

To stop your child bullying:

- explain to your child that what they are doing is unacceptable and is making another child unhappy
- show your child how they can join in without bullying
- see your child's teacher to talk about how you can work together to stop your child from bullying others
- check regularly with your child about how things are going at school
- give your child lots of praise when he/she are co-operative and kind to other people

The Role of the School Council

- One of the roles of the School Council is to promote positive behaviour and to prevent bullying, by working across the school and linking to the Senior Leadership Team
- Each class representative of the School Council has a duty to report bullying
- The School Council will review the policy and the definition of bullying each year
- The School Council should work as a team to ensure compliance with the policy

The Role of the Governing Body

The Governing Body has an important role to play in ensuring that this policy is operated by all staff and that it is effective. The Governing Body should:

- review the anti-bullying policy annually
- consult with interested parties when revising the policy
- help to explain and comment on the policy to all interested parties
- ask for information to enable it to monitor the implementation and evaluate the effectiveness of the policy

The school's strong policy to reduce incidents of bullying also relates to all adults employed by the school. Positive relationships are encouraged and any member of staff who feels intimidated by the behaviour of another must report to either the Head teacher or Chair of Governors.

Monitoring:

All incidents will be reported to the Head teacher and monitored by the Class Teacher. Staff will be made aware of any pupils whose behaviour is being monitored to ensure vigilance at play times and lunch times.

Evaluating:

The Class Teacher and/or the Head teacher will evaluate the incident as soon as possible but within one day of being reported.

Policy Review:

Children will have the opportunity to express their views as part of an on-going cycle of activities planned for PSHCE. The policy will be reviewed every year and the working group will include parents, governors, staff and pupils.

This policy is to be read in conjunction with the school's Behaviour for Learning Policy and E-Safety Policy.

SW/10/2018

APPENDIX A

All STAFF

Advice on when reacting to a specific incident

Before recording an incident it may be useful for staff to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure that the child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in the child's behaviour?

Although incidents may not be bullying, they should always be followed up thoroughly in school and dealt with appropriately with timeliness and sensitivity.

All incidents of bullying (as defined in our policy) will be recorded by the school.

The Head teacher will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents/carers of all children/young people involved will be informed of what has happened, and how it has been dealt with.

All discussions and actions relating to the incident/investigation will be documented.

APPENDIX B ADDITIONAL INFORMATION FOR PARENTS

Whenever a bullying incident is discovered, we will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

Before progressing it may be useful for parents/carers to consider the following:-

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure your child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in your child's behaviour?
- (Although incidents may not be bullying they should always be followed up thoroughly in the school and dealt with appropriately).

When a bullying incident has come to the attention of Pixmore Junior School, it will always be taken seriously, investigated and actioned. However, we cannot report back to the parent/carer of any child except their own.

Pixmore Junior School will:

- Talk the incident through with all parties involved
- Support the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Explore the use of Restorative Approaches
- Discuss which rule(s) have been broken
- Discuss strategies for making amends

Actions will be in line with our behaviour policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Restorative Approaches
- Time away from an activity
- Meeting with staff, parent and child
- Missing another activity
- Formal letter home from the Head of School expressing concerns
- Time out from the classroom
- Pastoral support plan
- Fixed term exclusion
- Permanent exclusion