



Anti-Bullying Policy

APPROVED AND ADOPTED

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Definition of Bullying

Bullying is the wilful, conscious desire to hurt, or threaten or frighten someone else over a period of time. Bullying can include cyberbullying, prejudice-based bullying and discriminatory bullying. A bully has power over their victim and lacks empathy and guilt. It is important that all pupils and adults are aware that bullying will not be tolerated. This is reinforced by a positive ethos regarding acceptable behaviour inside and outside school. Appendix A of this document helps to provide children with a definition of bullying written by the children in the school for the children in the school to help them understand what bullying is.

Philosophy

At Hatch Warren Junior school we are building a community where members:-

- Value and respect each other
- Value each person's individuality and the contribution they make
- Treat each other with respect and courtesy

Aims

- To provide a safe, calm learning environment where everyone feels valued.
- Consideration towards others, politeness and co-operation are expected at all times.
- Staff will demonstrate these qualities in the way they respond to the children, members of staff, parents and other adults involved in the school community.
- In addition, positive behaviour will be promoted so children know what acceptable behaviour is.
- To promote an ethos where parents know they can come into school and share any concerns about bullying and that these will be followed up

Identification of Bullying

In school we use the acronym STOP to help children to understand what bullying means. STOP in this case stands for **Several Times On Purpose** and helps children to understand that bullying is something that happens over time and is not an isolated incident. It can take many forms including;

- Physical – regular unprovoked assaults on a person or a group, which can range from a “prod” to grievous bodily harm.
- Psychological - reduction of a person's self-esteem or confidence through threatening behaviour, taunting or teasing about race, gender, disability, family circumstances, culture, sexuality including homophobic and transphobic, religion, appearance or any other features of a person's life which can be used to wound them.
- Social ostracism and rejection by the peer group or other significant persons.
- Verbal - the deliberate use of derogatory or offensive language, e.g. swearing, racist or sexist abuse, sexual innuendo.

- Indirect - other forms of bullying can include interference with personal property, extortion, spreading rumours.
- Discriminatory bullying – deliberately focusing on an aspect of a person’s character or appearance and belittling this characteristic or feature, sexuality including homophobic and transphobic, religion, disability
- Prejudiced based bullying – bullying an individual because of pre-conceived ideas about the individual in relation to protected characteristics (for example race or sexuality including homophobic and transphobic, religion, disability)
- Cyber bullying - defined as ‘an aggressive, intentional act carried out by a group or individual using electronic forms of contact repeatedly over time against a victim who cannot easily defend himself/herself.’ The school recognises that it must take note of bullying perpetrated outside school which spills over into the school; therefore once aware we will respond to any cyber-bullying we become aware of carried out by pupils when they are away from the site

By cyber-bullying, we mean bullying by electronic media:

- Bullying by texts or messages or calls on mobile ‘phones
- The use of mobile ‘phone cameras to cause distress, fear or humiliation
- Posting threatening, abusive, defamatory or humiliating material on websites, to include blogs, personal websites, social networking sites
- Using e-mail to message others
- Hijacking/cloning e-mail accounts
- Making threatening, abusive, defamatory or humiliating remarks in on-line forums

More details about the school’s response to cyber bullying can be found in the school’s safeguarding policy

Bullying affects pupils, families, teaching and non-teaching staff and governors. Families can be powerful allies and can help to promote anti-bullying values within the home. They should be encouraged to share concerns and to work with the school if they suspect bullying.

Awareness of bullying in school

All staff need to observe carefully for:-

- Children who bully either physically or verbally
- Victims
- Incidents of gender, disability, faith, race or homophobic bullying
- Places where bullying may occur e.g. toilets, playground, corridors
- Times when bullying may occur e.g. lining up, changing for PE, break times and lunchtimes

Procedural guidelines for staff

If a case of bullying is reported:-

- Remain calm , take the report seriously and report it to the class teacher initially and if it is felt appropriate to the head teacher, or in their absence the deputy head teacher

- Listen carefully and record incidents on CPOMS under the bullying subheading in the behaviour section. Ensure that the head/ deputy head have been notified on the system
- Mediate between the two parties concerned helping the victim to tell the bully what they have done and how it makes them feel.
- Make clear the unacceptable nature of the behaviour and the consequence of any repetition clear to the bully; condemn the bully's behaviour or action, but not him or her.
- Use the sanctions available within the school's behaviour policy
- Observe the children concerned and alert other adults involved, to monitor the success of the intervention
- Inform parents of both victim and bully
- If necessary, groups of bullies may need to be split up
- A bullied child may need to be introduced to a group of friends
- Use pupils as a positive resource in role-play/ discussions in class
- If you have discovered the "trigger factor" which led to the incident, try to think of strategies to prevent a reoccurrence of the incident
- Try to present the bully with an expectation of positive behaviour - never let the incident "live on".
- Follow-up to ensure that the bullying is not continuing

Strategies used in school to stop bullying happening

- Children are taught what acceptable behaviour looks like and that all bullying is wrong – this is done through annual work on anti-bullying near the start of the autumn term across the school. The issue of bullying is also addressed through school assemblies and PSHE units of work in all year groups dealing with friendships and relationships (including cyber-bullying, prejudice based and discriminatory bullying)
- Positive behaviour is rewarded through stickers, certificates and the use of house points and other rewards across the school (see school behaviour policy)
- Bullying is explored through role play in PHSE and assemblies and children are given opportunities to discuss how they feel about bullying and what they can do to stop it happening in school
- Use of internet resources to teach about cyberbullying and Internet safety especially internetmatters.org and nspcc.org.uk

The role of parents in tackling bullying

If parents are concerned about their child being bullied in school they should contact their child's class teacher in the first instance and make them aware of their concerns. If they feel that the situation has not been resolved or the bullying is continuing parents should contact the head teacher / deputy head teacher via the school office.

If parents witness bullying that is happening outside of school between children then they are encouraged to keep the school informed about the issue so the school is aware and can be proactive in ensuring that children feel safe in school.

If parents are contacted by the school in relation to their child bullying others they are asked to support the messages given by the school and help their child to appreciate why the actions they are taken are wrong.

The role of the governing body in monitoring bullying incidents in school

The governing body will monitor levels of bullying within school through information provided to them in termly reports from the head teacher. This will be based upon figures provided by the head teacher using the CPOMS recording system.

Bullying of adults

Any members of staff who feel that they are being bullied should tell member of the senior leadership team or, if they prefer, a sympathetic colleague who could report to the governing body if the victim wishes. The governor involved should make a confidential report of the incident and any action taken. This should be shared with the Chair of Governors who should follow the County Guidelines regarding the Grievance Procedure. Any member of staff who feels that they are being bullied should also refer to the school's safeguarding and whistle blowing policies. Copies of these policies are on the staff notice board.

Related policies

This policy is to be read in line with other school policies which relate to the wellbeing of children in school including the following;

- Behaviour policy
- Child protection policy
- Safeguarding policy
- Restrictive Physical Intervention Policy
- PSHE policy
- Mental Health and Emotional Wellbeing Policy

Copies of these policies can be found on the school website.

How does this link to the UN articles?

Article 12 – Every child has the right to have a say in all matters affecting them, and to have their views taken seriously.

Article 36 – Governments must protect children from all forms of bad treatment.

Article 24 – Every child has the right to the best possible health.

Article 15 – Every child has a right to meet with other children and join groups, as long as this does not stop other people from enjoying their rights.

Appendix A (by the children)

What is bullying?

In our school, a bully is someone (or more than one person) who chooses to hurt someone more than once or has power over somebody, by using words or behaviour which is meant to make them upset or frightened. Bullying is different to falling out with someone because it happens more than once; we use the acronym STOP to remember the difference. It stands for;

Several Times On Purpose

What types of bullying are there?

- Emotional: Hurting people's feelings, leaving you out, being bossed about
- Physical: Punching, kicking, spitting, hitting, pushing
- Verbal: Being teased, shouting, name calling, rude comments repetitively. Through a 3rd person: sending a friend unkind messages
- Being unkind, targeting, taunting or teasing about race, gender, disability, family circumstances, appearance or any other features of a person's life which can be used to wound them.
- Racist: Saying nasty things about you or leaving you out because of the colour of your skin, your religious beliefs or your culture
- Cyber bullying: Saying unkind things by texts, e-mail or online. Taking/sharing pictures without someone's permission.

Bullying is not:

- A 'fall out' with a friend or hurting someone's feelings once
- Banter/joking with friends if they are happy about it
- An accident, multiple times
- Something that happens only the one time
- A one-off physical act of aggression e.g. pushing someone

What should I do if I am being bullied?

- Calmly ask them to STOP, if you can, and calm down
- Use eye contact and tell them to go away
- Ignore them, walk away and tell someone straight away (don't bottle it up)
- Speak up - talk to a trusted adult or a friend
- Act as though you don't care what they say or do
- Tell someone and get help straight away
- Use the classroom 'WOW' Box if you are worried about speaking to an adult
- Keep a log of when it is happening over time.

Remember it is NOT your fault.

What should I not do if I am being bullied?

- Get involved/retaliate/call them names back
- Get angry or fight back – try not to react
- Hit them

- Think it's your fault
- Keep it a secret
- Do as the bully says

What should I do if I experience cyber bullying?

- Report the bullying to the site moderator
- Go on a different platform/application
- Get the moderator to block the bully
- Tell a trusted adult
- Take screen shots as evidence/show someone in the moment
- If you want to talk through what is happening to you ring Childline on 0800 1111

What should I do if I see someone else being bullied?

- Tell a trusted adult on behalf of the person being bullied privately and straight away. Don't stay silent or the bullying will keep happening
- Tell the bully to STOP if it is safe to do so. However, don't get too involved as you might get hurt or could end up in trouble yourself
- Ask the victim if they are okay, comfort them and tell them to speak to someone. Make sure they understand that it isn't their fault. Help to keep them separate and distract them.

We will all work together to S.T.O.P. bullying.

We will always treat bullying seriously.

An adult will talk to the bully and explain that they MUST stop being unkind to you. They will give out warnings or sanctions (punishments) and will talk to parents. Hopefully the bully will realise that he or she is being unkind and will show that they are able to behave more kindly towards others so that you can feel safe and happy in school. Your teacher will check with you that things have been ok. We are a school who welcomes all children and wants them to be safe and happy.