



**Southdale Church of
England Junior School**

ANTI-BULLYING POLICY

(Policy SB16.16)



Adopted: January 2017

For Review: Autumn Term 2018

Anti-bullying policy

‘Community, Opportunity and Excellence’

Our Vision

At Southdale our core Christian values are at the heart of all we do, we seek to create a sense of **COMMUNITY** in our school and through an ethos of achievement, enjoyment and compassion in a safe and caring environment, where everyone is valued.

We strive to provide the **OPPORTUNITY** for all pupils and staff to achieve their full potential.

We aim for **EXCELLENCE** in all areas of school life and will achieve this by inspiring and preparing our children and staff to embrace the challenges of life with a positive attitude of confidence and respect

In line with this statement:

- All bullying, of any sort, is therefore unacceptable.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils’ feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

OUR INTENTIONS IN PRODUCING THIS POLICY ARE

To express our belief that all pupils should be included fully in the life of the school.

To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.

To reduce and to eradicate, wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.

To reduce and to eradicate, wherever possible, instances in which pupils are subject to any form of bullying.

To respond effectively to all instances of bullying that are reported to us.

To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.

To provide support for pupils who are accused of bullying, who may be experiencing problems of their own.

To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.

To meet any legal obligations which rest with the school.

OUR DEFINITION OF BULLYING

Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti gestures.
Sexual	Unwanted physical contact or sexually abusive comments.
Homophobic	Because of, or focussing on the issue of sexuality
Direct or indirect verbal	Name- calling, sarcasm, spreading rumours, teasing.
Cyber bullying	All areas of internet, such as email and internet chat Twitter, Facebook misuse, mobile threats by text messaging and calls misuse of associated technology, i.e camera and video facilities, tablets and game consoles.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual
- The strength of the individual
- The number or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which mean that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs and Symptoms for Parents and Staff

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do, make less effort with school work than previously
- Has possessions which are damaged or “go missing”
- Asks for money or starts stealing money
- Has dinner or other monies continually “lost”
- Has unexplained cuts or bruises
- Comes home hungry (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what’s wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received
- Lack of eye contact
- Becoming short tempered
- Change in attitude to people at home

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

STRATEGIES FOR DEALING WITH BULLYING

In dealing with incidents of bullying we will use a range of strategies, selecting those appropriate to the circumstances from the following list:

- Cooperative group work throughout the school ~ To encourage children to work together, be tolerant of others' ideas, trust others and be more willing to listen.
- Circle time ~ To set time aside for pupils to take part in enjoyable games, activities and discussion in a safe environment where all opinions are valued.
- Circle of friends ~ To build relationships around a vulnerable pupil with the pupil's and parent's agreement to offer support and friendship.
- Befriending ~ To appoint a specific pupil(s) as a support / friend [appointed by a member of staff]
- School watch ~ To allow pupils to improve their environment by taking responsibility for their behaviour and actions.
- Support group ~ To involve the bullied pupil, those involved in the bullying and bystanders to form a group to support the bullied pupil. Responsibility for change lies with those involved in the bullying.
- Mediation by adults ~ To establish ground rules that will enable the bully and the person being bullied to co-exist in school.

[For further clarification see DfES "Bullying – Don't Suffer in Silence" anti-bullying pack p 21-31]

RESPONDING TO INCIDENTS WHEN THEY OCCUR

Pupils who have been bullied should report this to:

- Their identified adult in school
- Any member of staff (Teachers, Teaching Assistants or Midday Supervisors)
- Their pupil buddy
- Their class member of the school council
- Their parents
- A school friend

Pupils who see others being bullied should report this to:

- Any of the above

Members of staff who receive reports that a pupil has been bullied should report this to

- A member of the senior management team (Head, Deputy Head or Senior Teacher)

Reports of bullying will be logged by:

- The class teacher or member of SMT

Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form.

All reports will be taken seriously and will be followed up by the class teacher or member of the SMT

Work with children who have been bullied could involve some or all of the following:

We will provide support to pupils who are bullied:

- They will be reassured that they do not deserve to be bullied and this is not their fault.
- We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will involve their friends / older pupils in peer support / the buddy system/ mediation

We may then adopt strategies from the following list as appropriate:

- We will interview the pupil (or pupils) involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- We will seek a commitment to this end.
- We will affirm that it is right for pupils to let us know when they are being bullied.
- We will adopt a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- We will consider sanctions under our school's Behaviour & Rewards Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.
- When bullying occurs, we will contact the parents of the pupils involved at an early stage.
- We will keep records of incidents that we become aware of and how we responded to them.
- We will follow up after incidents to check that the bullying has not started again.
- We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.

There is a tendency, often quite a natural one, to want to investigate an incident and “get to the bottom of it.” Sometimes this will be entirely appropriate. There will be other occasions where an extended investigation is actually unhelpful and where a problem solving approach will be the most effective response.

Our policy will be to use our discretion to respond flexibly and in an appropriate way to each incident

WHEN TOUGHER MEASURES ARE NEEDED

If necessary, we will invoke the following range of sanctions that are in line with the school's Behaviour & Rewards Policy. These include

- Removal from the group(Within the class)
- Withdrawal of break and lunchtime privileges
- Detention
- Withholding participation in school events that are not an essential part of the curriculum.
- In extreme cases we will also consider fixed term and / or permanent exclusion from school.

OUR RESPONSIBILITIES

Everyone within school is expected to:

- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.

Pupils are expected to:

- Report all incidents of bullying and suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

Parents can help by:

- Supporting our anti-bullying policy and procedures.
- Encouraging their children to be positive members of the school community.

- Discussing with their child's teacher any concerns that their child may be experiencing bullying or if they are unhappy in some other way.
- Helping to establish an anti-bullying culture outside of school.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the police.

The DfES says that, "exceptionally failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school's common duty of care." Legal Services advise that schools can take disciplinary action against pupils for incidents that occur outside of school.

CONCERNS, COMPLAINTS ... AND COMPLIMENTS

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure a copy of which may be obtained from the school office.

We would also be pleased to receive Compliments – feedback from parents when things have gone well.

EVALUATING OUR POLICY

We will evaluate our anti-bullying policy using the following measures:

The numbers of incidents that are reported to staff over a given period.

Pupils' perceptions of bullying in school through structured discussions in class time.

The number of days of absence which are thought to arise as a consequence of bullying.

We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.

The number of complaints and compliments that we receive from parents.

From the comments made by visitors and other people connected with the school.

OWNERSHIP OF THIS POLICY

This policy was agreed by staff and governors of the school.

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Headteacher is responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

One of our Governors will take a special interest in bullying within school.

Governors will be given regular information on bullying within school, and a report on the operation of this policy from a named governor.

Advice to Parents

As the parents of a child whom you suspect is being bullied:

1. Report bullying incidents to the class teacher or member of the Senior Management team.
2. In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the child using unacceptable behaviour.

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately toward your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0300 0115 142
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	020 7730 3300
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Helpline	0800 44 11 11
Bullying Online	www.bullying.co.uk
The Child Exploitation and Online Protection Centre	www.thinkyouknow.co.uk
Childline	0800 111
Chidline	www.childline.org.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

For a copy of Kidscape's free booklets "Stop Bullying", "Preventing Bullying" and "You Can Beat Bullying", send a large (A4) self-addressed envelope (marked "Bullying Pack") with 6 first class stamps to:

Kidscape
2 Grosvenor Gardens
London
SW1W 0DH

Anti-Bullying Log

Year Group:.....

Date:

Child(ren) displaying inappropriate behaviour:

Description of the incident:

Who was affected?

Action (s) Taken

By whom

Date:

Conclusion – final outcome/reconciliation

Policy: Anti-Bullying

This policy is monitored by the governing body, and the Headteacher. It will be reviewed every year or earlier if necessary.

Signed Chair of Governors Date.....

Signed Headteacher Date.....