

Northolmes Junior School

Believe in myself and others

Achieve by being inspired

Succeed as an independent learner

Anti-bullying Policy

Introduction

Northolmes promotes an anti-bullying ethos throughout the school and all incidents are dealt with in a serious and sensitive manner.

The reasons why we will challenge bullying behaviour in our school are:

- The safety and happiness of the pupils
- To ensure educational achievement
- In order to promote the right model for helpful and positive behaviour to enhance our reputation as an effective and caring school.

Definition

There are many definitions of bullying, but most have these things in common:

- Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.
- It is repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.
- There is an imbalance of power.

Bullying can take many forms, but the main types are:

- Physical – hitting, kicking, taking/damaging belongings
- Verbal – name-calling, insulting, racist remarks
- Indirect – spreading nasty stories about someone, excluding someone from social groups
- Cyber – texting or emailing that may include verbal or indirect bullying

Underlying most bullying behaviour is an abuse of power and a desire to intimidate and dominate.

Aims and objectives

- Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.
- We encourage a willingness of all pupils to report incidents of bullying in order to develop a culture where bullying is not tolerated.

The role of governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

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 her to conduct an investigation into the case and to report back to a representative of the Governing Body.

The role of the headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss why this behaviour was wrong.

The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. Currently this is delegated to the DHT.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher or SENCO may contact external support agencies such as the inclusion support team, (IST) or the children and young people providers forum. (CYPPF)

Teachers, where appropriate, attend training which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Curriculum

We aim to:

- Raise awareness about bullying behaviour and the School's Anti-Bullying Policy
- Celebrate differences.
- Teach pupils how to challenge bullying behaviour
- Challenge attitudes about bullying behaviour, increase understanding for bullied pupils and build an anti-bullying ethos

To do this we will:

- Have discussions during Circle Time and School Council sessions.
- Participate in the National Anti-Bullying week
- Address issues in Assembly and in class when they happen as well as termly.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Procedures

To be followed where an incident of bullying has taken place

- A discussion will take place with all children involved.
- If necessary an incident form will be filled in and kept both centrally and by class teacher.
- Parents of children primarily involved will be contacted.
- Consequences may be put in place. See Behaviour Policy.
- Social skills groups or 1-1 may be set up for children involved.
- Involvement of external agencies for support
- Fixed term exclusion
- Permanent exclusion

Monitoring and review

- All incidents are to be recorded on Incident Forms and kept both in class and copied in central folders.
- Pupils to be surveyed annually as to the incidents of bullying.
- This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.
- As a core policy it will be reviewed annually.
- Agreed by teaching staff, Governors and by a Parent Forum.

Date: November 2016

Review: July 2018

**See also: Behaviour and Discipline Policy
PSHCE Policies
Use of Force**