

Nether Green Junior School

Anti-Bullying Policy



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Introduction

Nether Green Junior School are committed to providing a nurturing and safe environment in which all of our children are to thrive and achieve their full potential in all aspects of school life. Nether Green Junior School believes that all children have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

Bullying is the wilful conscious desire to hurt, threaten or frighten someone else. All bullying is aggression, either verbal or psychological, although not all aggression is necessary bullying.

Bullying of any kind is unacceptable at our school. Any incidents will be dealt with firmly, fairly and promptly.

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, and measures are in place to reduce the likelihood of bullying.

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.

Through our curriculum, we are raising awareness about bullying behaviour in order to prevent bullying, as we recognise that the most effective strategy to combat bullying lies within the power of the majority of pupils to speak out against it.

What is bullying?

Bullying can be defined as:

- Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally.
- The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

What are the different types of bullying?

Bullying has many characteristics. These include name calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. All of these types of characteristics can be grouped into the following –

- Bullying related to race, religion, belief or culture,
- Bullying related to special educational needs or disabilities,
- Bullying related to age,
- Bullying related to gender reassignment
- Bullying related to marriage or civil partnership,
- Bullying related to appearance or health conditions,
- Bullying related to sexual orientation,
- Bullying related to pregnancy and maternity
- Sexist or sexual bullying

Nether Green Junior School will accept none of the above behaviours from staff or pupils.

Named person:

A member of the Senior Leadership Team will be the designated Anti-Bullying Coordinator. Currently the named person is Mr Lomas, the Behaviour and Attitudes Lead.

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 annually. 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/carer to investigate incidents of bullying. In all cases the governing body notifies the Headteacher and asks him/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 with other children why this behaviour was wrong and the consequences of an incident.

The Headteacher ensures that all staff receive sufficient training to be equipped with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for positive behaviour, so making bullying less likely.

The role of the staff

All staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place.

If any member of staff becomes aware of any bullying taking place the issue is dealt with immediately. This would 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 his or her behaviour in the future. The child's parents are invited into school to discuss the situation with the Headteacher or another member of the senior leadership team as appropriate. In some circumstances, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.

Staff routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

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

6. 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.

Guidelines for preventing bullying

The nature of bullying means that it often takes place 'secretly' in places where supervision is not constant e.g. toilets, less visible areas around coat hooks or out of earshot of teachers and other adults. This means that everyone has to be vigilant:

- Check toilets as you go by
- Check areas around coat hooks, particularly at play and lunchtimes
- Listen to the children
- Observe the children's behaviour and friendship patterns
- Never ignore aggressive behaviour - to ignore it is to condone it

What should the child do?

1. Tell a member of staff
2. Be assertive - try to stick up for yourself
3. You should not keep it a secret and you should not be ashamed
4. Do not think that only violence is bullying - hurtful whispering or ostracising is very upsetting and can make children miserable
5. Tell an adult if they see someone else being bullied or frightened
6. To follow the school rules and this policy at all times

In order to prevent bullying, everyone must

- Remind the children of the rules for acceptable behaviour
- Tell the children that bullying is not tolerated in this school. Everyone is expected to ensure that it does not happen and has the responsibility to tell - it is not telling tales
- Provide time for the children to discuss bullying in class, what it is, what can be done etc.
- If necessary break up the group dynamics by assigning places in the classroom. Most bullying groups have a leader with other children being frightened of not bullying. Turn peer pressure against bullying and break up groups.
- Teach children to be assertive. Differences should be acceptable and never a cause for bullying.
- Deal with bullying and intimidation immediately. Sorting it out is the responsibility of the adults.
- Report all incidents or suspected incidents of bullying to the Headteacher or another member of the senior leadership team.

Disciplinary Steps

Some or all of the following steps may be taken:

- report bullying incidents to staff
- in cases of serious bullying the incidents will be recorded by staff - for those which appear less serious notes should be taken (these will be recorded on CPOMs)
- the Headteacher should be informed
- the Headteacher and/or class teacher will talk to
 - the victim
 - the alleged bully
 - any other children/staff who may be able to help give a full picture
- the Headteacher/class teacher will speak to the children involved appropriately
- the situation will be investigated
- the 'bully' will be warned officially to stop offending
- the children and situation will be monitored
- parents of victims and bullies will be informed
- the bully may be asked to apologise
- if possible the children will be reconciled
- the bully and victim may be asked to talk to each other - with the presence of a supportive adult
- outside agencies will be involved if the victim or bully has continuing problems
- if the bullying continues the bully may be excluded from the school premises at playtimes/lunchtimes
- staff involved will discuss the support to put in place for the alleged bully and victim
- if the bully does not stop bullying the school will consider suspension and then exclusion

Parental Complaints Procedure:

If parents are unhappy at anytime with how their child's incident is being dealt with or have concerns about their child's wellbeing at school they should firstly contact their child's class teacher. If they still feel unsatisfied then the Headteacher should be contacted and a meeting should be arranged. (See Complaints Procedures)

Records

Records will be kept of meetings, conversations, telephone calls, incidents reported, systems put in place, actions taken, outside agencies involved etc. The record is a confidential document with the intention that it will follow the child through his/her school career. All incidents of bullying will be logged on CPOMS.

This policy is to be read alongside the school's Equality, Behaviour, Safeguarding & SEN Policies.