

Burbage Junior School

Anti-Bullying Policy

Bullying, in any form, will not be tolerated at our school. We are committed to the creation of a positive and safe learning environment for all. Our aim is to deal with incidents of bullying swiftly and effectively. We believe that all children should be able to participate in school activities without fear or anxiety. It is our agreed policy that no-one within the school should tolerate bullying or bullies. Bullying is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

What is bullying?

Bullying is behaviour by an individual or group, usually repeated over time that intentionally hurts an individual or group, either physically or emotionally. Bullying can take place within school or out of school; within the community. We recognise that out of school issues can overspill into school and it is important that we respond to allegations of bullying beyond the school gate too. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

People are often bullied because of differences in their personality or behaviour. They may not conform to perceived peer expectations due to their: race, religion, sexual orientation, disability, gender, appearance or personal circumstances.

*Bullying is defined by the initials STOP:

Several Times On Purpose and Start Telling Other People

It is not a falling out amongst friends or a one off incident.

Bullying can include

- **Name calling**
 - Malicious gossip
 - Teasing
 - Intimidation
 - Ostracising
 - Theft
 - Damaging someone's property
 - Violence and assault
 - Jostling, pinching and kicking
 - Extortion
 - Texting or cyber abuse or malicious gossip
 - Homophobic/transphobic biphobic, or sexual

Bullying generally takes one of four forms:

- Indirect: being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or books)
- Physical: pushing, kicking, hitting, punching, slapping or any form of violence
- Verbal: name-calling, teasing, threats, sarcasm
- Cyber: all areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera and video facilities

Symptoms of bullying

Early signs that a child is being bullied could be:

- The child becoming withdrawn
- A deterioration in the child's work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness or anxiety
- The child wanting to remain with adults
- Sudden outbursts not in common with the child's normal behaviour

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Victims can become depressed and this can continue into their adult lives. They can want to take their own lives.

The school will take full account of what the victim says and also the perceptions of those who have witnessed the incident reported it or are aware of the circumstances.

This means that if any person feels that an incident is motivated by bullying then it should be recorded as such and all incidents should be properly investigated.

Purpose of the policy

- To promote the school's aims and values.
- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- To raise the standards of behaviour and levels of achievement of all.

Guidelines for implementation

- It is recognised that anyone can be a bully or a victim and that bullying can take many forms.

- It is recognised that the Headteacher and governing body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy.
- Pupils and parents are encouraged to report all incidents of bullying, whether they are victims or bystanders.
- All staff will respond to pupil, staff or parental concerns and support the agreed procedures.

Our proactive strategies include:

- Raising the issue of bullying and maintaining awareness at every opportunity e.g. assemblies, class discussions, school and class council meetings.
- Addressing the issues within the PSHE and citizenship curriculum.
- Encouraging children to respond and tell. A collective responsibility to address any incidents of bullying observed. Promote an understanding that the school has zero tolerance of bullying and their role in making it a success.
- Taking every opportunity to promote initiatives such as anti-bullying week, theatre productions and external speakers, Life Education caravan.
- Use of information from pupil and parental questionnaires.
- Continuing to promote staff development and understanding on the identification, prevention and management of bullying.
- Providing spacious well supervised playground areas at lunchtimes with seating, quieter areas and a variety of games and activities for children to do.
- Inviting outside agencies from the community - police to take assemblies

Our reactive strategies

- In the event of a bullying incident the same procedures will be followed as for all other incidents of poor behaviour (see School Behaviour Policy).
- In all cases details of the incident and action taken will be recorded and reviewed on a regular basis (weekly or daily).
- The incident will only be signed off in agreement with all concerned.
- Bullying incidents will be logged and monitored on a termly basis by the Head. This information will be given to the governing body each term as part of the Heads report.
- If it is a serious incident, or where acts of bullying are repeated, parents will be invited into school to discuss the implications of their child's behaviour and made aware of the possibility of further action by the school (e.g. temporary or permanent exclusion).

- To contact outside agencies: Police, Social services if the incident is of a criminal nature.

Who is bullied?

Anyone can be bullied - pupil, parent/carer /guardian or staff member.

The school accepts that:

Every member of the school community has the right to feel comfortable, safe, secure, equally valued and respected;

Every member of the school community has the right to grow and change, free from prejudice, stereotyping, harassment and negative discrimination;

Every pupil has the right to equal access to the curriculum that meets their needs;

Every member of the school community has the right to object to and/ or reject language or behaviour, which is offensive and /or intimidating'

Every member of the school community has the responsibility to treat others with respect;

It is the responsibility of every member of the school community to address and/or report all incidents of bullying.

Behaviour Policy

(Refer to behaviour policy)

It outlines:

- What is acceptable behaviour
- The range of disciplinary sanctions
- A system of rewards for good behaviour

Curricular approaches to bullying

In dealing with bullying we aim to:

- Raise awareness about bullying and the school's anti-bullying policy
- Increase understanding for victims
- Teach pupils about their relationships with others through the curriculum
- Raise awareness during national anti-bullying week and internet safety week

Strategies to combat bullying

We aim to include the following in our teaching:

- Befriending
- Circle of friends
- Support groups
- Mediation by adults
- Mediation by peers

- Assertiveness training groups
- Social Skills groups
- SEAL

Befriending

Befriending involves assigning selected pupil volunteers to be with and befriend pupils who are being bullied or having difficulties because they are new to the school or upset by an event outside school, e.g. a family bereavement. The objective is to give the befriended pupil someone to talk to and to help them feel more positive about themselves.

Circle of Friends

A small number of pupils volunteer to form a circle of friends for a vulnerable pupil to help improve the pupil's level of inclusion and acceptance and to increase insight into his or her feelings and behaviour.

Support Groups

The support group for a bullied pupil includes those involved in the bullying. The aim is to get the bully to identify with the victim and then to help resolve the problem. Mediation by adults Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school.

Assertiveness training groups

This can cover:

- Making assertive statements
- Resisting manipulation and threats
- Dealing with name calling
- Staying calm in difficult situations
- Getting help from onlookers
- Boosting self esteem

Formal Action

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's discipline policy.

- Removal from the group
- Withdrawal of break or lunchtime privileges
- Detention
- Banning the pupil from a school trip or sports event if these are not an essential part of the curriculum
- Parental Involvement
- Internal exclusion
- Fixed period exclusion

In the case of provable, persistent and violent bullying we will normally seek to permanently exclude the bully.

Dealing with bullying incidents

In dealing with bullying incidents, we will observe five key points. All members of the school community will be alert to the possibility of breaches of the policy and report to the agreed Child Welfare Officer, or a member of the SMT if not available.

All incidents of bullying will be recorded and their frequency and type monitored. Their information will be used to inform the development of the schools anti bullying work.

- We will not ignore bullying.
- Staff should not make premature assumptions.
- All accounts of the incidents should be listened to fairly and recorded.
- We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves.
- We will follow up to check bullying has not resumed.

Advice to bullied pupils

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSHE ethos.

During a bullying incident, pupils will be advised to:

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away

After they have been bullied, pupils should:

- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What they have done about it already

The role of parents

Bullying is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

Parents/carers are crucial to supporting the schools anti bullying policy. As part of the home school contract they will be informed of the policy and be asked to commit themselves to it.

When, after discussion, we confirm a child has been bullying we will contact the parents to discuss the issues. We will ask parents to:

- Talk to the child and explain that bullying is wrong and makes others unhappy.
- Show the child how to join in with others without bullying.
- Make an appointment to see the child's teacher as soon as possible, and explain the problem and discuss how the school and the parents together can stop the bullying.
- Talk to the child regularly about how things are going at school.
- Give the child lots of praise and encouragement when they are being kind and considerate to others.

From this, sanctions and outline plans will be agreed. We will follow up the bullying child's behaviour and further bullying will result in exclusion.

Parents of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do.
- Make a note of what the child says
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher or form tutor as soon as possible