

Crofton Junior School



Anti-bullying Policy

October 2018

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

Aims and purpose of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

1. Definition of bullying

Bullying is hurtful or unkind behaviour, which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- **Physical bullying**, which includes hitting, kicking, tripping or the destruction of a person's property. Physical bullying not only affects the bully and the victim, but also may have an impact on innocent bystanders;
- **Verbal bullying**, which includes insults, teasing, name calling, sexual harassment or racist language. It also includes threats;
- **Covert bullying**, which is usually attempted behind the victim's back. This technique is meant to damage the victim's reputation and can include rumor-starting, mimicking the victim, playing unkind jokes with the intent to humiliate the victim, or making faces while the victim isn't watching;
- **Cyberbullying**, which can happen anywhere and at any time thanks to the influx of technology both at school and at home. Cyberbullying can occur through text messages or over the internet. It may include impersonating a victim online to make others view them negatively, spreading nasty gossip, or excluding the victim online and encouraging others to join in;
- **Alienation**, which occurs when bullies encourage the victim's peers to alienate the victim during any social break time or organised games.

Bullying can be based on any of the following things:

- Race (racist bullying);
- Religion or belief;
- Culture or class;
- Gender (sexist bullying);
- Sexual orientation (homophobic or biphobic bullying);
- Gender identity (transphobic bullying);
- Special Educational Needs (SEN) or disability;

- Appearance or health conditions;
- Related to home or other personal situation;
- Related to another vulnerable group of people;

No form of bullying will be tolerated and all incidents will be taken seriously.

2. Reporting bullying

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher, Mr Birdsall, Miss Watson, Mrs Webster, Mrs Chinn, Mrs Charles or any other member of the teaching staff;
- Tell any other adult in school – such as lunchtime supervisors, Learning Support Assistants or the school office;
- Tell an adult at home;
- Report anonymously through a note on your teacher's desk;
- Call ChildLine to speak with someone in confidence on **0800 1111**

Reporting – roles and responsibilities

STAFF: All school staff, both teaching and non-teaching have a duty to:

- Report bullying to Mr Birdsall, Miss Watson or Mrs Webster;
- To be vigilant to the signs of bullying;
- To play an active role in the school's measures to prevent bullying.
- If staff are aware of bullying, they should reassure the pupil(s) involved and inform Mr Birdsall, Miss Watson or Mrs Webster.

SENIOR STAFF: The Senior Leadership Team and the Head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

The following staff members are anti-bullying leads: **Mr Birdsall, Miss Watson, Mrs Webster, Mrs Chinn and Mrs Charles**

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, by phoning or emailing the school office or Mr Birdsall.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying on an incident reporting form and also record the incident centrally in the Bullying Log;
- Designated school staff will monitor incident reporting forms and information recorded analysing and evaluating the results;
- Designated school staff will produce termly reports summarising the information, which the head teacher will report to the governing body;
- Staff will offer support to the victim of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held if appropriate to devise a plan of action that ensures the victims are made to feel safe and reassured that the bullying is not their fault;
- Staff will pro-actively respond to the bully who may require support. They will discuss with the victim's class teacher to devise a plan of action;
- Staff will inform parents or carers and where necessary involve them in any plans of action;
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff, recorded and monitored and follow up actions and sanctions put into place.

6. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the Head teacher reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- A child-friendly anti-bullying policy will be developed to ensure that all pupils understand and uphold the anti-bullying policy;
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying;
- School assemblies help raise pupils' awareness of bullying and derogatory language;
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week;
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible;
- Stereotypes are challenged by staff and pupils across the school;
- Restorative practise programmes provide support to victims of bullying and those who show bullying behaviour;
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups for example through the school council and through the pupil survey.

Work with parents and carers and in partnership with community organisations to tackle bullying, where appropriate;

School will communicate this anti-bullying policy clearly to the whole school making it available to view on the school's website and ensure hard copies are readily available.

8. Training

The Head teacher is responsible for ensuring that all school staff, both teaching and non-teaching receive regular training on all aspects of the anti-bullying policy.

9. Monitoring and reviewing

The Head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld. The governors are in turn responsible for monitoring the effectiveness of the policy.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Date of last review: 15th October 2018

Head teacher signed: P. Birdsall

Chair of Governors signed: J. Allen

