

Freegrounds Junior School Anti-Bullying Policy 2020



Date of last review: December 2020

Date of next review: December 2021

Date approved: 14th December 2020

Approved by: Policy working group

Signed:

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils are able to tell any adult and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell a member of staff.

Rationale

As a school, we aim to provide a safe, secure environment where all can learn without anxiety. We believe that everyone has the right to be valued, cared for and feel safe within our school community. We ensure that everyone is aware of how to keep themselves safe and are aware of the behaviour that is expected and acceptable.

Children are encouraged to behave well at all times, respecting others and observing the school rules (as set out in the Behaviour Policy).

They are made aware of how to recognise when pressure from others (including people they know) threatens their personal safety and wellbeing and know how to use and develop effective ways of resisting pressure and know where to get help.

Constructive play is encouraged in the playground by all staff through:

Zones marked out on the playground and field

Group games led by adults

Providing play equipment in different zones

Positive behaviour is rewarded in the classroom, during lunchtime and in the weekly "celebration" assembly as stated in the Behaviour Policy

What is Bullying?

We define bullying, in accordance with National and the Anti-bullying Alliance as:

National: "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally"

Anti-bullying Alliance: "The intentional, repetitive or persistent hurting of one person by another, where the relationship involves an imbalance of power".

Bullying is behaviour which can be defined as the repeated attack, physical, psychological, social or verbal on those who are powerless to resist, with the intention of causing distress for gain, gratification or impact.

We define bullying as:

- Name calling
- Taunting
- Mocking
- Making offensive comments
- Physically hurting
- Taking belongings or damaging
- Inappropriate text messaging
- Sending offensive or degrading images by phone or via the internet (See safety policy)
- Producing offensive graffiti
- Gossiping
- Excluding people from groups
- Spreading hurtful and untruthful rumours
- Whether in person, via phone/text or on social media

We will also endeavour to investigate cases of bullying from offsite activity such as social media

Aims and objectives

This policy aims to produce a consistent school response to any bullying incident that may occur. We aim to teach those values, attitudes and skills which foster mutual respect and caring in children. We hope to create an open, but secure environment where incidents can be reported confidentially. We ensure that any pupil who may experience bullying is made to feel safe and secure and knows they will be heard and taken seriously. This includes specific support that may be needed for vulnerable groups or individuals. As staff we aim to protect all parties while the issues are resolved. 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.

Teachers are responsible for:

- Ensuring that pupils know they can confide in their teacher (and other adults in school)
- Showing pupils that bullying is taken seriously
- Making pupils who are bullied feel safe in school
- Dealing immediately and sensitively with incidents of bullying
- Teach pupils to respect others feelings
- Through the use of Restorative Practices – develop an understanding of how a pupil's actions can affect others
- Providing opportunities for children to have time to talk
- Recording incidents as well as pupil/ parental concerns in CPOMs
- Informing the Headteacher

The Headteacher (or representative), Deputy HT or Year Leader will:

- Inform parents and give them the opportunity to express their views about the situation.
- Work with parents and staff to resolve the problem in a positive manner.
- Advise parents on supporting their child.

The Headteacher and Class teacher will:

- Support all parties involved while the problem is being resolved
- Encourage the pupils who bully to modify their behaviour until it becomes acceptable
- Provide follow up support for both parties and oversee modified behaviour

Any adult in the school community who feel that they have become a victim of bullying should consult the Headteacher or Chair of Governors.

Toolkit for dealing with bullying behaviour

Any inappropriate behaviours that could be considered (as) 'bullying', will be taken seriously at all times. These will be reported in the following ways:

- Written or verbal communications from a child/parent
- Any adult working in school will record any observed or communicated behaviour on CPOMs



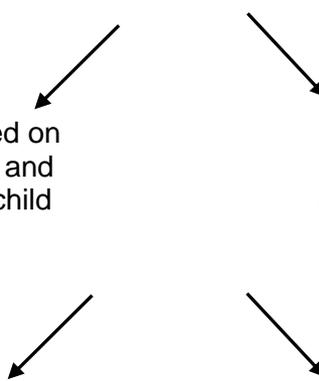
If a member of staff recognises or has any concerns that bullying behaviour is taking place they will report it to the class teacher.



Teacher speaks to the child/ren to identify any concerns/worries.
Teacher observes the children in classroom and playground.
Record and make notes on any incidents/observations.



Do you consider this incident as 'bullying'? Consult with Headteacher.



NO Ensure the incident is recorded on CPOMs under the 'behaviour' tab and regularly monitor the issue. Give child strategies to quickly report further concerns, e.g book/ key adult.

YES Child's class teacher speaks to all parties involved. Class teacher discusses the outcome with the Headteacher and the incident is recorded on CPOMs in consultation with the Headteacher under the 'bullying' tab.

If NO The offender is given the opportunity to correct their behaviour, a reflection sheet completed and shared with offender's parents.

If YES Headteacher will meet with parents of both parties, putting in place strategies to support, e.g ELSA, group sessions.

Recorded on CPOMs.

Consequences will be considered in line with the school's Behaviour Policy.

This procedure will be followed for any in school and outside incidents

Reporting and recording incidents of bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying. We will encourage pupils to report bullying in confidence through;

- Every child is encouraged to share their worry with any adult within the school by asking for time to talk. Adults are very aware of our child protection policy and support the child/ren sharing their worry.
- Playground Friendship Mentors, Play Leaders – these children are stationed in the playground during all playtimes and look out for children who may need them.
- Time to Talk – these are sign up sessions and are run by the school's inclusions team during lunchtimes. Children can sign up to speak to a member of the team about any concerns or worries which they may have

It is through these systems that pupils can easily have access to reporting routes. Therefore, they will have confidence that their concerns are heard and will be treated promptly and seriously, safe in the knowledge that action will not make the situation worse. Pupils know who will deal with their concerns and will have trust in adults, with the toolkit being used by all staff. We will keep records of bullying incidents to enable us to:

- Manage individual cases effectively.
- Monitor and evaluate the effectiveness of the strategies.
- Celebrate the anti-bullying work of the school.

We promote an open and honest anti-bullying ethos through;

- The use of curriculum opportunities to draw out anti-bullying messages.
- Raising the awareness of the negative consequences of bullying, through whole school assemblies and supporting the national anti-bullying weeks.
- Engaging pupils, through the Friendship mentors, in the process of implementing our anti-bullying policy.

Persistent serious offenders will be taken to the Head teacher and again their parents informed. As a last resort, on the very rare occasions where, in spite of all measures, if a child does not respond the school will follow the procedures as laid down in the DFE circular of "Exclusions and the Education Act." In extreme cases, when physical intervention might be needed to restrain a pupil from injuring themselves or others, causing damage to property, or disrupting good order and discipline, the school will follow procedures laid down in Section 550A of the Education Act 1996 "The Use of force to Control or Restrain Pupils".

Staff member responsible for implementation and review: Headteacher and PSHE Leader
Government Documentation that supports school policy:

- Preventing Bullying and Tackling Bullying
- Racist Bullying

- Cyberbullying
- Homophobic
- SEND
- Education & Inspections Act

Opportunities for pupil involvement

We believe that it is vital that pupils take an active role in helping our school to be a happy and safe place for everyone.

In particular this happens in the following ways:

- School Council - seeking and representing views of children across the school about our behaviour code and what constitutes and defines bullying. In addition, the School Council provides a forum for discussion and feedback on how frequently it occurs, what the pupils think could and should be done and sharing successful experiences of dealing with bullying.
- Friendship Mentors receiving training to help them look out for and deal with incidents that may arise in the playground.
- PSHE and Collective Worship incorporating themes to highlight the importance of telling an adult if they believe they are being bullied, as well as if they witness episodes of bullying taking place.
- Our learning to learn and core values highlight the importance of relationships and that having friends is one of the best defences against bullying. The role of children who help others make friends and demonstrate/exemplify excellent social skills is extremely important.
- Children who help prevent bullying by reporting it or trying to help those being bullied are given appropriate recognition by the Headteacher and staff.

Role of parents/carers

Parents/carers have a crucial role to play in offering emotional support and for raising any concerns with their child's class teacher and the school. Parents/carers may be able to identify signs in the behaviour of their children that suggest bullying may be taking place. All incidences of suspected bullying should be reported to the school at the earliest possible opportunity.

Equal Opportunities Statement

At Freegrounds Junior School we are committed to working towards equality of opportunities in all aspects of school life. All children at Freegrounds Junior School have the same rights to enjoy a life at school where they can feel confident, secure and safe.

Confidentiality statement

All pupils, parents, carers and staff must be aware that staff cannot offer pupils unconditional confidentiality when a pupil first begins to talk about something where confidentiality may become an issue.

Pupils will be assured that their best interests will be maintained.

If a member of staff believes that a pupil may be at risk of harm they should seek advice immediately from the Designated Safeguard Lead or one of the Deputy DSLs.

Responsibility

This policy applies to all members of our school community. It is the responsibility of the Headteacher, governors and all members of staff to uphold this policy.

Referral to external agencies

The ChildLine number 08001111 will be communicated to children as part of the school PSHE programme.

The Emotional Literacy Support Assistants are a valued forum for pupils in identifying any concerns relating to incidences relating to bullying.

Reference to National Guidance and Schemes of Work

This policy was drawn up using a range of national documents and guidance including:

Bullying at School (<https://www.gov.uk/bullying-at-school>)

DFE Keeping Children Safe in Education (KCSiE) 2019

Preventing and tackling bullying - Advice for headteachers, staff and governing bodies (2017)

Equality Act 2010

Section 89 of the Education and Inspections Act 2006

Tackling bullying in schools – anti bullying alliance 2011

Anti-bullying guidance for schools (National Healthy Schools Programme)

Statement of purpose (Anti-bullying Alliance)

United Nations Convention on the Rights of the Child – Articles 12, 19 and 29, Children’s Act (2004),

Education and Inspections Act (2006)

Children’s Plan (DCSF, 2007)

Safe to learn (DCSF, 2007).

Local guidance: *Hampshire’s children and young people plan (HCC, 2009)*

HCC’s Children and young people’s anti-bullying policy (HCC, 2009).

Further links for Help and Advice

<http://www.anti-bullyingalliance.org.uk/>

<http://www.bullying.co.uk/>

<http://www.childline.org.uk/Explore/Bullying/Pages/Bullyinginfo.aspx>

<http://www.kidscape.org.uk/>

<https://www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis>