



Anti-Bullying Policy

May 2019

At Eastburn Junior and Infant School we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010 it is essential that our school:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Eastburn Junior and Infant School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, a member of the school's Safeguarding Team will report the school's concerns to Children's Social Care.

This policy is closely linked with our Behaviour and Ethos Policy, our Child Protection and Safeguarding Policy, our School Expectations and the school's Vision.

Aims

It is the responsibility of the governing body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

Bullying is behaviour that hurts someone several times on purpose.

Types of Bullying

Bullying may include, but is by no means limited to:

-Physical bullying: physical bullying is intentionally causing pain or distress using physical actions. This can include things like hitting, kicking, punching or tripping up.

-Emotional bullying: emotional bullying is intentionally causing harm through how someone is treated emotionally. This can include things like excluding, humiliating, or intimidation.

-Cyber bullying: cyber bullying (also known as online bullying) is any type of bullying which takes place using communication technologies, for example social media, mobile phones, emails or the internet in general.

-Verbal bullying: verbal bullying is intentionally causing harm to someone using words. This can include things like name-calling and teasing.

- **Indirect bullying:** this can include spreading rumours about someone, excluding or ignoring someone, making silent or abusive calls, sending malicious messages, graffiti, or the display of discriminatory material.

Bullying may be based on the following:

- Age
- Race
- Religion or belief
- Culture or class
- Gender – sexist bullying
- Sexual orientation – homophobic or biphobic bullying
- Gender identity – transphobic bullying
- SEN or disability
- Appearance or health
- Home or other personal situation e.g. young carers, Looked After Children, Children for whom English is an Additional Language

We recognise the protected characteristics identified under the Equality Act 2010.

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents which we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to **'Stand up, speak out and tell someone'** if they are concerned that another child is being bullied or if they are themselves subject to bullying. Pupils and adults who feel as if they are being bullied in any way need to talk to someone who they trust. Pupils need to talk to a trusted adult.

See Appendix A for our Child Friendly Anti-Bullying Policy.

Behaviour Expectations

Our school Behaviour Expectations are regularly promoted in assemblies and displayed throughout the school. Through pupils following these expectations, and staff reinforcing them, bullying should be significantly reduced.

Our School Expectations are as follows:

We listen when other people are speaking.

We follow reasonable instructions.

We are kind, considerate and respectful.

We are honest and polite.

We look after equipment and belongings.

We are gentle and safe.

We do our best.

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour and promote positive behaviour.

Responding to Bullying

All cases of alleged bullying should be reported to the Headteacher or a senior member of staff.

In any case of alleged bullying, either the Class Teacher, the Headteacher, the Pastoral Manager or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the adult should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded. Parents of both parties should be informed.

If the situation does not improve, the Headteacher (or a senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which should be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped. The situation will then be monitored periodically (normally termly) by the Headteacher or a senior member of staff to ensure that the bullying does not begin again.

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruised, scratches, cuts, missing belongings, damaged clothes or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- Emotional: losing interest in school, becoming withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

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.

Online Bullying

Online or cyberbullying is the use of electronic communication to bully someone, typically by sending messages of an intimidating or threatening nature either to them or about them.

Any children or adults experiencing online bullying should keep any evidence by taking screen captures (except in cases where these may contain indecent images of children – in such cases the device should be confiscated). They should not forward the messages to other people, as this could mean they are joining in the bullying. The details, including the time and date of the messages and any information about the sender should be reported to a trusted adult or to a senior member of staff. The school may report serious cyber bullying incidents to the Police.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to Governors about the frequency of bullying incidents and the effectiveness of this policy.

This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually. They do this by examining the school's record of bullying incidents, and by discussion with the Headteacher.

Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.