Anti-Bullying Policy

November 2015
Statement of Intent
We at Perry Beeches Junior School 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 in our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that we teach all children that anyone who knows that bullying is happening is expected to tell a staff member.

The Aims of this Policy
- To provide a safe, caring environment for the whole school community, including staff, parents and carers but especially the children in our care.
- To ensure that, as far as possible, bullying is prevented from happening.
- To ensure that all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is and how we at Perry Beeches Junior School will deal with it.
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is right to tell someone, and empower them to do so.
- To heed parents’ concerns and keep them informed of actions taken in response to a complaint.

Working with Other Policies
This policy works alongside and in accordance with the Behaviour Management Policy, the Personal, Social, Health and Economic Education (PSHE) Policy and the Safeguarding Policy.

The Definition of Bullying
We follow the Anti-Bullying Alliance’s definition of bullying:
“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.” Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. Bullying is considered to be unacceptable behaviour which occurs lots of times, on purpose.

Types of Bullying
Bullying can be:
- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures, verbal abuse, physical threats or attacks, or if a pupil brings racist literature into school, incites others to behave in a racist way or writes racist insults
- Sexual - unwanted physical contact or sexually abusive comments, abusive name-calling, comments about appearance, attractiveness and emerging puberty, inappropriate and uninvited touching, sexual innuendoes and propositions (i.e. sexual harassment).
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber – sending messages, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities.

Signs and Symptoms for Parents and Staff
A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:
- is frightened of walking to and from school
- begs to be driven to school
• changes their usual routine
• is unwilling to go to school (school phobic)
• becomes withdrawn, anxious or lacking in confidence
• starts stammering
• feels ill in the morning
• begins to make less effort with school work than previously
• has possessions which are damaged or ‘go missing’
• asks for money or starts stealing money
• has unexplained cuts or bruises
• becomes aggressive, disruptive or unreasonable
• is bullying other children or siblings
• stops eating
• is frightened to say what’s wrong
• is afraid to use the internet or mobile phone
• is nervous and jumpy when a cyber-message is received
• lack of eye contact
• becoming short tempered
• change in attitude to people at home

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Why is it Important to Respond to 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 at Perry Beeches Junior School have a responsibility to respond promptly and effectively to issues of bullying to help keep our pupils safe and free from distress.

Help for victims and bullies.
The whole purpose of this policy must be to provide help for both the victims of bullying and also for those who are carrying it out. Whilst it may be necessary to impose the sanctions described later in this document to help resolve matters it must always be held in mind that our key aim in all strategies is not that of punishment but of help. It is our intention to ensure that bullying should stop and especially that the perpetrator should understand the hurtful nature of their actions and not reiterate similar bullying behaviour in the future.
In order to reduce incidents of bullying and recognise bullies, at Perry Beeches Junior School, all staff will watch for early signs of distress in pupils.

Strategy for Dealing with Bullying
In dealing with bullying, staff at Perry Beeches Junior School must follow these fundamental guidelines.

• Never ignore suspected bullying.
• Do not make assumptions.
• Listen carefully to all accounts – several pupils with the same version does not always mean they are telling the truth.
• Adopt a problem-solving approach.
• Follow up proven cases to check bullying has not returned.
• Keep detailed records (see incident log and record forms)
Strategies have been introduced at Perry Beeches Junior School to reduce bullying. These strategies cover raising awareness about bullying and the Anti-Bullying Policy, increased understanding for victims and teaching pupils how to manage relationships in a constructive way. Work is done through Anti-Bullying Week, PSHE work, Assemblies and Workshops.

Staff should apply one or more of the strategies below, depending on the perceived seriousness of the situation. The emphasis should always be one of showing a caring and listening approach.

In response to a complaint of bullying, the discipline procedures of Perry Beeches Junior School should be followed in accordance with the Behaviour Management Policy, with staff making a full investigation, keeping detailed records and applying sanctions as necessary.

The procedures should be followed; these may be carried out by the Headteacher or delegated to a member of SLT or other member of staff:

1. Discuss the nature of the bullying with the ‘victim’ at length, recording all the facts. This will require patience and understanding.
2. Identify the bully/bullies and any witnesses.
3. Interview witnesses.
4. Discuss the incident(s) with the alleged bully/ies. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.
5. If the bully admits the allegations, make it understood that bullying is not acceptable at Perry Beeches Junior School and what effect it has on the education of the victim and the rest of the children in the class/school. Praise the bully for their honesty and tell them they will be given support to help them not to do this again. Apply sanctions relevant to the type of bullying.
6. If the allegation of bullying is denied, investigate further. If there is sufficient evidence that bullying has occurred, apply relevant sanctions and record the incidents in the Bullying Log (see Appendix 1).
7. Hold separate discussions with parents of bully and victim.
8. Sanctions for this behaviour will be in-line with the school’s behaviour policy. Sanctions for the bully could include:
   - withdrawal from favoured activities;
   - loss of break times for a period to be determined by the headteacher;
   - barred from school during lunchtimes for a period to be determined by the headteacher;
   - fixed period of internal or external exclusion, for whole or part of a day or days, or for a fixed number of lunchtimes.
9. Provide a Pastoral Support Programme for the victim with a learning mentor, monitor and observe at break times and lunchtimes, and have regular ‘check-ins’ to make sure there is no repetition.
10. Provide a Pastoral Support Programme for the bully. This will include a Behaviour Support Programme and opportunities in circle time or groups for the child(ren) to discuss relationships, feelings and the effect bullying can have on individuals. A learning mentor will support the child during this programme.

**Bullying off the School Premises**

If bullying takes place off the school premises and/or outside of the school day and school activities, the school will endeavour to work with parents and carers to find a solution. Parents and carers must decide whether any incident outside of school is serious enough to warrant talking to the Police.
Beeches Junior School will endeavour to help and support the Police as is necessary in the event of such incidents. Parents must not take matters into their own hands and try to speak directly to children on the school premises.

**Bullying Directed Towards Race, Gender, Sexual Orientation or Disability**  
Perry Beeches Junior School will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

All incidents will be reported to SLT and then recorded in the school incident log. In cases of racist, homophobic or transphobic incidents, reports will be made and reported to the Local Authority and the Governing Body.

**Equal Opportunities**  
This policy will be applied equitably to all pupils irrespective of ethnicity, gender, religion or special needs.

**Confidentiality**  
Perry Beeches Junior School guarantees confidentiality and support for both victims and bullies.

**Review of Policy**  
This policy will be reviewed and continually developed in consultation with the Staff, Pupils, Parents/Carers and Governors.

Policy adopted on 2\textsuperscript{nd} December 2015

Signed: ......................................................... (Chair of Governors)

Signed: ......................................................... (Headteacher)
Appendix 1 – Bullying Log (Held on admin server, password protected)

PERRY BEECHES JUNIOR SCHOOL - RECORD OF BULLYING INCIDENTS

Bullying is: "The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power."

All details of bullying are recorded here. A programme of support is provided for victims and bullies in order to prevent further incidents. This is led by the Assistant Headteacher for Inclusion and Learning Mentors. The Headteacher is always informed about incidents of bullying.

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