

## **Anti-Bullying Policy**

### **Review Date: Autumn 2018**

At Prettygate Junior School our Vision states that we:  
*Ensure a safe, welcoming environment where everyone is valued.*

### **A Definition of Bullying**

*'Bullying is a long standing violence, physical or psychological, conducted by an individual or a group and directed against an individual who is not able to defend him/herself in the actual situation.'*  
Roland (1989)

There are many definitions of bullying and most include the idea that:

- Bullying is different from random acts of aggression.
- The harmed person suffers over a period of time.
- Bullying is not just physical violence but includes many different sorts of behaviour including intimidation, teasing, name-calling and isolation.

### **How do we know if it is serious?**

When a person is bullied she or he experiences pain, hurt and upset. If there is no harm then it cannot be called bullying, even if the behaviour was not acceptable. For example, two ten-year-old girls might wear glasses. One comes from a family in which several members wear glasses and she has chosen stylish frames, which are attractive and 'cool'. The insult, 'four eyes' has no harmful effect –it is dismissed as insignificant. The other child is the only family member who has an eyesight problem. It was caused by an illness and the condition is worsening – very thick lenses are required and the frames are heavy and unfashionable. This young person feels undermined by the same taunts. Such name-calling could drive her to despair.

### **Who is the policy for?**

We recognise that bullying happens in all schools and in all walks of life. The policy applies to all pupils and adults at Prettygate Junior School. We will not tolerate;

- Pupil to pupil bullying;

- Staff to pupil bullying;
- Staff to staff bullying;
- Pupil to staff bullying.

Bullying is unacceptable behaviour. It happens in all schools and many normal young people are involved at some time. Prettygate Junior School is committed to creating a safe environment where young people can learn and play, can talk about their worries, confident that an adult will listen and offer help.

We will make it clear to pupils, staff, parents and governors that when bullying happens we will work as a community in accordance with the policy to help both young people who are harmed and the perpetrators. We will ensure the safety of the targeted pupil and do our best to support improved behaviour from the perpetrator. The two responses we have to bullying are:

### **1. Prevention**

The work we plan to do to reduce the frequency of bullying;

### **2. Reaction**

The strategy that staff will use when bullying happens.

## **Prevention – whole school approach**

### **The Adult as a Role Model**

- Staff will not misuse a position of power to dominate the students in Prettygate Junior School
- We will avoid:
  - Sarcastic comments
  - Derogatory nicknames
  - Dominating and humiliating behaviour
- We will listen to pupils when they are willing to talk about bullying.
- We will be sensitive to a pupil's need for privacy and respect.

### **What We Can Expect from Pupils**

Pupils should recognise each others rights to:

- Be physically safe
- Keep their own possessions or money
- Be free of insult, derogatory terms and teasing
- Be able to associate with other young people for companionship and friendship.

And be encouraged to take responsibility for:

- Physical safety of others
- Security of everyone's personal possessions and money

- Freedom from hurt by name-calling, teasing
- Including all pupils in play and learning activities.

### **The Curriculum**

Our PSHE programme using Health for Life will be used to teach Anti-bullying explicitly. Friendship training will be taught to all classes. Social skills will be taught as they arise in day-to-day activities where the processes are encouraged in discussion, group work co-operative learning and playing outside with other children. Year 5 and 6 pupils will be trained to be effective play leaders.

### **Reaction – Dealing with Incidents of Bullying**

Prettygate Junior School is a 'Telling' School. This will be emphasised to all pupils and staff. We want pupils to feel safe to talk about bullying to an adult and report incidents. The adult should complete a 'Bullying Incident Report Form'. They should then expect an adult to intervene.

The two aims of intervention are:

1. To make the targeted pupil feel safe.
2. To encourage better behaviour from the perpetrator, colluders and observers.

The approach we use at Prettygate Junior School is 'The Support Group Approach'

#### **The Support Group Approach**

The process works by gathering together a small group, which includes the perpetrator, colluders and friends or good role models. The targeted pupil is not part of the group. By acting as advocates for the targeted pupil the facilitator encourages empathy and understanding. The 'consent' for the unkind behaviour is withdrawn. The approach is summarised in the steps below:

**Step one-** Talk with the targeted pupil. At the end of the discussion ask the pupil, 'Are you afraid this may happen again?' If the answer is 'Yes' then move on to step two.

**Step two –** Convene a meeting with the people involved and include friends or good role models. This group will consist of 6-8 people.

**Step three-** Explain the problem.

**Step four –** Share responsibility

**Step five-** Ask the group members for their ideas

**Step six-** Leave it up to them.

At no stage is anyone blamed. This may result in a revenge attack from the perpetrator. Also, note that the targeted pupil is not expected to change. If he or she could change they would have done so already.

About a week later the targeted pupil may inform the group facilitator by means of a signal or word to show that things are going well. The targeted pupil does not need to become the most popular person in school, just to be safe and happy.