



Irthlingborough Junior School

Anti-Bullying Policy

Statement of Intent

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 in line with the *Every Child Matters* document. Each child is encouraged to develop strong personal, academic, physical and creative skills for lifelong learning.

We always begin the new school year by revisiting our Pupil Charter which is positively phrased and underpins every aspect of school life. The umbrella phrase of the Charter is to *treat others the way you want them to treat you*. To complement our Charter, our PSHE teaching helps us to prepare children for the complexities of the world in which we live. We aim through our teaching to empower children to understand what bullying is and equip them with the skills to deal with any bullying issues whenever and wherever they arise.

Bullying of any kind is unacceptable at 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 *anyone* who knows that bullying is happening is expected to tell the staff.

Aim

To ensure that all adults and pupils learn and work in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Objectives

- To promote a happy and secure environment free from bullying in all its forms.
- To take positive action to prevent bullying from occurring.
- To work in partnership with parents to ensure that bullying is discontinued.
- To work with the victim and the perpetrator(s) to overcome instances of bullying ensuring that the root causes are dealt with.
- To ensure our children have a voice when dealing with the issue of bullying and through the School Council we promote positive ways to treat all the members of our school community.

Understanding

- All governors, teaching and support staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and support staff should know what the school policy is on bullying, and follow it when bullying is reported.

- All pupils, staff and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils, staff and parents should be assured that they will be supported when bullying is reported.

Statutory Duty

Schools must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. The Human Rights Act 1998 states that all pupils have the right to be educated free from the fear of intimidation, assault or harassment. The Disability Act 2010 states that all schools must ensure the emotional and physical safety of pupils with a disability.

What Is Bullying?

Ofsted (2003) defines bullying as “aggressive or insulting behaviour by an individual or group, often repeated over a period of time, that intentionally hurts or harms”.

Bullying is the persistent use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

We define bullying as the use of physical or verbal aggression with the intention of hurting another person. A bully uses power, be it physical, mental, verbal or by exerting influence against another person or persons. Bullying results in pain and distress to the victim.

Bullying can be:

- Religious by showing a lack of respect for religious beliefs
- Cultural by showing a lack of respect for other cultures
- Emotional by excluding, tormenting, ganging up or taunting someone due to educational need, physical disability or health
- Physical any use of violence
- Racist racial taunts, graffiti, gestures
- Sexist because of or focussing on issues of gender
- Sexual unwanted physical contact or abusive comments
- Verbal name-calling, sarcasm, teasing, spreading rumours
- Cyber using technology to verbally hurt or harm others
- Disability by showing a lack of respect for a person’s disability
- Age by showing a lack of respect for a person’s age
- Nationality by showing a lack of respect for a person’s nationality

Bullying is a behaviour that involves systematic abuse of power. Bullying in school is not confined to children. Adults can also display bullying behaviour towards each other and children. When an individual starts bullying he/she is not responding to nastiness from another person. When pupils with the same power, numbers and strength fight or argue, this is not bullying. Bullying can sometimes be unwitting, but the effect is the same.

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.

Signs and Symptoms

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 or from school
- doesn't want to go on the school / public bus
- asks to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has monies continually "lost"
- 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
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a phone call, text message or email is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures – reporting and responding to bullying

1. Bullying incidents reported to staff.
2. It is the responsibility of pupils, parents and staff to report bullying behaviour.
3. Pupil bystanders have a responsibility to report bullying behaviour towards others, which is in line with the children's Anti-bullying Group agreement.
4. In cases of serious bullying, the incidents will be recorded by staff, which will be reported immediately to Year Leaders or the Head Teacher/Deputy Head Teacher.
5. In serious cases parents will be informed and will be asked to come in to school for a meeting to discuss the problem. Incidents or complaints will be dealt with promptly.
6. If necessary and appropriate, police will be consulted.
7. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
8. If bullying is deemed to persist following all of the above then further actions will be taken such as working alongside the Team Captains to change behaviour, specific adult intervention i.e. Play Therapist or, as a very last result, exclusion.
9. An attempt will always be made to help the bully (bullies) change their behaviour.
10. All incidents of bullying will be recorded on the school's information management system.

Prevention

We believe that it is better to have effective systems and practices, which prevent instances of bullying happening. These include:

1. Curriculum approaches – direct through:
 - Core subjects where appropriate
 - PHSE and circle time
 - Drama/Art
 - PSHE/British Values

2. Curriculum approaches – indirect through:
 - Recognising and celebrating diversity of achievement, identity and culture in all fields.
 - Reinforcing high self-esteem, minimising low self-esteem and teaching children the Growth Mindset approach to learning.
 - Providing children with opportunities to learn and to achieve in every session.
 - Circle time.
 - Classroom management techniques and styles which challenge racist, sexist or homophobic remarks
 - Ensuring Lunchtime Supervisors are aware of the policy and are trained in providing suitable activities to avoid problems or boredom at lunchtimes.
 - Children who have particular behaviour problems will be identified informally by the teacher, LSA or TA and have personalised activities planned for them at playtimes and lunchtimes.

3. Structural through:
 - Assembly delivery focussing on Anti-Bullying Week (November).
 - Adult led and child led play activities.
 - Informing children of outside agencies they can speak to: Childline and the NSPCC.
 - Inviting charities and agencies into school to teach children about bullying.
 - Informing parents.
 - Publicising the policy.

Policy for All

All pupils, whether permanently or temporarily on the school roll, will be covered by this policy.

We recognise that adults can also be bullied, and the Governors and Senior Management at Irthlingborough Junior School will treat all allegations of bullying seriously, and deal with each case respectfully and sensitively, and take appropriate action where necessary.

The school and Local Education Authority treat bullying among their employees as a potential disciplinary matter. The school recognises that bullies may also be victims.

Everyone associated with the school will have access to this policy. Parents of current pupils will be sent a copy and a copy will be made available to any new parent via the School Prospectus and on the school website: <http://www.irthlingborough-jun.northants.sch.uk/home>

Procedure

No one should ever underestimate the fear that a bullied child feels and hence all claims of bullying will be treated seriously and must be reported to the Head Teacher. The Head Teacher, with the help of members of staff, will investigate the incidents.

The Head Teacher will discuss the incident(s) with the victim and make sure they understand that it is not their fault and that they do not have to 'face it on their own'.

The victim and those accused of bullying will be given opportunities to discuss common concerns and express their perception of the incident(s). If necessary statements will also be taken from witnesses. When a clear picture of the incident(s) emerges, appropriate action will be taken.

Actions will vary to accommodate the varying degrees of bullying, ranging from: counselling, no blame support group, apology, written apology, sanctions e.g. loss of breaks, exclusion from school clubs or other privileges, involvement of parents and in extreme circumstances, exclusion.

The victim and those accused may be involved in developing solutions and will report back to the Head Teacher on a daily, weekly or termly basis. Appropriate members of staff will monitor the behaviour of all those involved. The Team Captains will support both the victim and the perpetrator(s) during unstructured times and report directly to the Head Teacher for an agreed length of time.

Equal Opportunities

The school recognises that all pupils, irrespective of the social, cultural, ethnic origins or ability need to be listened to and hence the children will be told to talk to someone they trust. All reports of bullying will be investigated.

Indicators of Success

That all pupils whatever their gender, ability, ethnicity or social circumstances are making progress within the curriculum commensurate with their developing abilities.

Where there is a previous history of bullying or where the child makes a 'new' statement of bullying, absenteeism reduces or does not increase.

That all pupils are able to talk to adults or someone they trust within the school about their concerns and that they feel safe within the school.

That children can name a person they can speak to in school

Monitoring & Evaluation

The staff and governors will monitor the policy and procedures laid down in this document. However the Head Teacher and Child Protection Officers will have specific responsibility for monitoring the well-being of the pupils and the implementation of this policy.

The Head Teacher will be responsible for co-ordinating the recording system and analysing patterns as applicable. Teaching staff will use the information to further discuss the affects of

bullying during PSHE and Citizenship lessons. The Head Teacher will promote zero tolerance of bullying through the school's values and principles.

This policy links directly with the following documents:

*Behaviour Policy
Safeguarding Policy
Attendance and Punctuality Policy
Equalities Duty
Equal Opportunities Policy*

At all stages consultation was sought from the pupils, staff and Governors of the school in the formation of this policy.

Policy Ratified on: 05/12/02
Written by: S. Drake
Review and Ratification Date: 19/04/05

Policy reviewed June '06
Marion Warner
Ratification Date: 30/11/06

Policy reviewed September 2009
S. Drake and M. Warner
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Policy reviewed January 2012
S. Drake
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S. Drake
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Policy Reviewed November 2016 Anti-Bullying Week.
N. Garley
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