



SOUTHBOURNE JUNIOR SCHOOL

Anti- Bullying Policy

The aim of the policy is to prevent bullying of any sort and to ensure that everyone can operate in a supportive, caring and safe environment without fear of being bullied. All members of the community, including Governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is and be familiar with the school policy on bullying: therefore, the aim of the policy is to help members of the school community to deal with bullying when it occurs and, even more importantly, to prevent it. If it does happen, pupils and parents should be assured that they will be supported through a consistent and constructive school response. Bullying is an anti-social behaviour which affects everyone; it is unacceptable and it will not be tolerated. Everyone in the community has a responsibility to report any incident of bullying that comes to their attention and these reports will always be taken seriously.

We aim:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through giving our pupils the strategies and skills to cope through effective teaching.
- To show commitment to overcoming bullying by practising zero tolerance.
- To ensure that all pupils, staff, governors and parents are aware of the school's opposition to bullying and that each person is clear of their responsibilities with regard to the eradication of bullying.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.
- To have a consistent approach for dealing with any incidents of bullying that may occur.
- To ensure that all bullying incidents are resolved satisfactorily within the shortest time frame possible.

Definition - Bullying is defined as:

Behaviour by an individual or a group, repeated over time, which intentionally hurts another person either physically or emotionally. It can often involve the misuse of power by an individual or group towards one or more people.

People are bullied for a variety of reasons and it can happen to anyone.

This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation- e.g. referring to somebody as gay, lesbian or sexual stereotyping

- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber-bullying
- Constantly invading a child's personal space.

Bullying can take many forms but typically includes the following types of behaviour:

- Physical – hitting, kicking, spitting, pinching, punching, scratching and taking or destruction of belongings.
- Verbal – name calling, insulting, threats, offensive remarks.
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending abusive mail, e-mail and text messages, sexting and abuse of any kind via social networking sites (Cyber bullying refers to bullying through information and communication technologies).

It is important to make the distinction between bullying and friends 'falling out' with each other. Falling out is an inevitable part of a child's life that they need to learn to cope with.

A single incident involving conflict – aggression, intimidation or nastiness – is also not bullying.

Prevention

At Southbourne Juniors we use a variety of methods for helping children to prevent bullying through the explicit and implicit curriculum.

PSHE lessons, class and whole school assemblies and circle times explicitly discuss behaviour and bullying and its impact and help to support children in how to deal with bullying behaviour and when and how to seek help.

More implicitly, our school values of perseverance, respect and independence; and the consistent approach to behaviour, promote good behaviour choices and encourage children to have respect for each other and for other people's property.

Staff regularly discuss behaviour with children and reassure children that staff are serious about dealing with bullying. Staff reinforce expectations of behaviour as a regular discussion both inside and outside the classroom. At all times (and particularly during playtimes and lunchtimes) staff are vigilant regarding the interaction and behaviours of individuals and groups of children.

Children are also supported in building positive peer relationships through our playground staff and nurture groups or individual sessions with our Learning Mentor and teaching assistants. In addition our School Council offers a forum in which concerns about bullying can be discussed on a regular basis.

Roles and Responsibilities

Whole School and Individual Staff Responsibilities

Suspected bullying should never be ignored and all forms of bullying should be taken seriously with intervention to prevent incidents from taking place.

Staff will:-

- Listen carefully to all accounts and investigate as fully as possible.
- Talk to the child about any incident and reassure them that telling was the right thing to do.

- Complete the school pro-forma for recording bullying incidents and always report to the Head Teacher.
- Report a child saying inappropriate language to an adult, to the Head Teacher.
- Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form.
- Follow-up repeatedly, checking bullying has not resumed.
- Use of a range of teaching and learning styles and strategies which challenge bullying.
- Use interventions which are least intrusive and most effective.
- Act as a role model for children in their relationships with adults and children.
- Do all they can to support the child who is being bullied, ensuring that they find time to allow children to talk about any concerns.
- Ensure that children are well supervised at all times.
- Create a classroom climate of trust and respect for all by praising, rewarding and celebrating the success of all children.
- Ensure that opportunities to develop skills and strategies to cope with unacceptable bullying type behaviour are given to our pupils through PSHE, values materials, anti-bullying assemblies and workshops.

If necessary, we may use one or more of the following sanctions:

- Removal from the group (within the class)
- Removal from the class for a set period
- Withdrawal of break and lunchtime privileges
- Withholding participation in school events that are not an essential part of the curriculum.
- In extreme cases we will also consider fixed term and / or permanent exclusion from school.

The Head Teacher will:-

- Implement the anti-bullying strategy and ensure that all staff (teaching and support) are aware of this policy and know how to deal with incidents of bullying.
- Maintain a record of bullying incidents and report to the governing body in termly reports about the effectiveness of this policy.

The Headteacher is responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success. It only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

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