

Higham Ferrers Junior School

'Be the best you can be'



ANTI BULLYING POLICY

APPROVED:	<i>NOVEMBER 2023</i>
SIGNED:	<i>SLT</i>
TO BE REVIEWED:	<i>NOVEMBER 2024</i>

RECORD of CHANGES

Date	Update / Changes
10.20	Full Policy Review, update and reissue of Anti Bullying Policy.
11.21	Full Policy Review, update and reissue of Anti Bullying Policy.
11.22	Full Policy Review, update and reissue of Anti Bullying Policy.
11.23	Full Policy Review, update and reissue of Anti Bullying Policy.

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ANTI-BULLYING POLICY

1. Aims and Objectives of this Policy

1.1 HFJS is committed to providing a caring, friendly and safe environment for all of our school community to work in a relaxed and secure atmosphere. Bullying is wrong and damages individuals. We therefore do all we can to prevent it by developing a school ethos in which bullying is regarded as 'unacceptable'.

1.2 The school aims to promote an atmosphere in which anyone who is a victim of bullying or who knows that bullying is happening can comfortably tell a member of staff.

1.3 This policy aims to produce a consistent, prompt and effective resolution to all reported incidents of bullying and to make sure that everyone connected to the school is aware of our opposition to bullying and that they know their responsibilities.

2. What is Bullying Behaviour?

2.1 All pupils, parents and adults in school should know that bullying is a behaviour which involves systematic abuse of power by one or more people through repeated hurtful or aggressive behaviour with the intention to cause emotional or physical harm to another person. Any member of the school community can be a victim of bullying.

2.2 Bullying can be direct – physical or verbal. It can be relational- e.g. leaving a child out, ostracising from friendship groups, using others as a means of attack or intimidation. Bullying can occur through the use of technologies such as by phone verbally, email, texting or posting hurtful comments or pictures on websites.

2.3 Bullying can happen on the basis of a perceived difference relating to race, religion and culture; SEN or disabilities; appearance or health conditions; home circumstances; gender or sexual orientation. Bullying can sometimes be unwitting, but the effect on the victim is still the same.

2.4 In order to ensure everyone in our school is aware of 'What is Bullying Behaviour' our pupils are taught to:

<u>Recognise</u> bullying as an action that happens	<u>In Response</u> to which they should
S everal T imes O n P urpose	S tart T elling O ther P eople

2.5 Additionally, our pupils are taught the following definitions of bullying:

- a. Hitting. Kicking, pushing, poking and tripping.
- b. Name-calling, jokes, jibes, teasing related to perceived differences.
- c. Racist – Harassment or victimisation of someone due to their colour or race. (Any incident which is perceived to be racist by the victim or any other person.)
- d. Homophobic – Victimisation motivated by someone’s sexuality or perceived sexuality.
- e. Sexual – Abusive name calling, sexual innuendoes etc.
- f. Physical – Harassment or victimisation due to physical disability.
- g. Academic – Victimisation because a pupil works hard or has learning difficulties.
- h. Classist – Person targeted for representing a perceived class or socio-economic group.
- i. Religious – Person targeted for representing a perceived religious group.
- j. Telling nasty stories about someone.
- k. Sending nasty notes, e-mail, voice and text message – can happen at any time, day or night.
- l. Writing on walls about people.
- m. Ignoring people, not letting them take part in games/activities.
- n. Keeping someone in or out of a room.

3. Roles and Responsibilities.

3.1 **Governors.** The Governing body will not condone any bullying at all in our school and supports the Head Teacher in all attempts to eliminate bullying from our school.

3.2 The Governing Body monitors incidents of bullying that occur and reviews the effectiveness of this policy regularly. The Governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

3.3 Any parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing body will respond within ten days to any request from a parent to investigate. In all cases the Head Teacher will be asked to investigate and report back to the Governing Body.

3.4 **Head Teacher.** It is the responsibility of the Head Teacher to implement the school anti-bullying policy. The Head Teacher will ensure that all staff (teaching and non-teaching) receive full training as well as understanding and implementation of the policy.

3.5 The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

3.6 The Head Teacher will report to the governing body on the effectiveness of the policy.

3.7 **Teaching and Support Staff.** All teaching and support staff will support the Head Teacher with the school's anti bullying policies and strategies.

3.8 All incidents of bullying should be reported to the class teacher who will record the incident on the Pupil Bullying Incident Record form. If the bullying incident is of a very serious nature it must be reported to the Head Teacher immediately or in their absence the deputy head, who will investigate otherwise the class teacher will deal with the incident in the most appropriate way.

3.9 **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.

3.10 If they are not satisfied with the response, they should contact the Head Teacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school Prospectus and available on the schools website or in paper copy upon request from the administration office.

3.11 Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

3.12 **Pupils.** Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. Our school has 'worry boxes' in each classroom where problems involving bullying can be discretely written down and kept for the teacher to read.

4. Reporting Incidents of Bullying and Outcomes.

4.1 **Reporting.** Pupils should report any incidents of bullying to a member of the teaching staff; this can be done verbally or in writing via the worry box situated in each class.

4.2 In the event of a bullying allegation, staff will gather evidence and consult with the head if necessary.

4.3 In all cases, details of the incident and action taken will be recorded (see Pupil Bullying Incident Record form). Parents of both the victim and bully will be kept fully informed.

4.4 Bullying incidents will be logged and monitored on a termly basis by the Head. Any resulting information will be given to the Governing Body as part of the Head's Report.

4.5 Outcomes. Actions will vary to accommodate the varying degrees of bullying, ranging from: counselling, no blame support groups, circle of friends, apology, sanctions e.g. loss of breaks, exclusion from school clubs or other privileges, involvement of parents and in extreme circumstances, exclusion. In all cases an adult will carry out a follow up interview with the victim within a month of the incident to check on their wellbeing.

5. Strategies for Prevention.

5.1 We ensure that the curriculum reflects the school's anti-bullying policy and that the staff model behaviour that reflects our beliefs. In PHSE we follow the Jigsaw scheme of work, which promotes respect for difference, self-awareness, self-esteem and self-control and how to really know the value who they are and understand how they relate to other people in this ever-changing world.

5.2 The issue of bullying will be raised in school assemblies, class assemblies and in lesson time in order to maintain awareness of the issue. Children will have direct teaching about cyber-bullying, including safe use of the Internet and PHSE lessons on the form and consequences of cyberbullying. (This is a growing concern as this type of bullying is often initiated outside school and can be continued in school or lead to other types of bullying.)

5.3 All areas of the school premises will be appropriately supervised including the playground and toilets.

5.4 We will recognise and celebrate diversity of achievement, identity and culture in all areas of school life. Every opportunity to promote whole school initiatives such as anti-bullying week, Role play, stories theatre and external speakers will be taken. Our reward system will reinforce building high self-esteem and minimising low self-esteem.

5.5 Parents and the community will be encouraged to actively support the policy by signing the home-school agreement and supporting the Schools Behaviour Policy. All pupils, parents and adults will be made aware of the procedure for reporting bullying.

5.6 All staff will receive training on the identification, prevention and management of bullying. At the start of a new school year procedures for dealing with a bullying incident will be discussed at an early staff meeting. Classroom management techniques will be implemented to challenge racist, sexist or homophobic remarks.

5.7 The policy will be discussed and distributed to all new staff as part of our Induction Package.

5.8 This policy will be reviewed bi-annually or sooner if required with the input of the anti-bullying action group consisting of the PHSE lead, HLTA's. Governors and pupils.

5.9 Sports leaders will teach new games to children on the front playground promoting positive play. These children will act as role models to the younger children.



6. Help Organisations.

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk