



Pound Hill Junior School

ANTIBULLYING POLICY

Updated: September 2023

Review Date: September 2024

Introduction

At Pound Hill Junior School, we are fully aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it;
- Foster good relations between people who share a protected characteristic and people who do not share it.

Pound Hill Junior School is committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is “reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm”. Where this is the case, the school staff should report their concerns to the Integrated Front Door (IFD).

This policy is closely linked with other school policies.

Principles

It is the responsibility of the governing body and the Headteacher to ensure that all members of the school community work within a safe and enabling environment.

We value pupils developing ‘respect for others resulting from active listening, trust and honesty’ (Vision, Aims and Values).

The four guiding principles of the Early Years Foundation Stage underpin our Anti-Bullying Policy from the moment a pupil enters our school, and throughout their time at Pound Hill Junior School. They are:

- every pupil is unique, who is constantly learning resilience, independence, fairness and achievement through achievement;
- pupils learn to empower themselves be independent through positive relationships;
- pupils learn and develop well in positive environments, in which their experiences respond to their needs and there is a strong partnership between practitioners and parents or carers
- pupils develop and learn in different ways and at different rates including pupils with special educational needs and disabilities.

Aims

Pound Hill Junior School has an ethos and culture where bullying behaviour is regarded as unacceptable, which ensures a safe and secure environment which is sustained by all staff, pupils and the whole community.

We strive for all pupils to reach their potential academically, socially and personally through learning, interacting and playing in a positive, safe and secure environment.

Bullying Definition

Pound Hill Junior School defines bullying as:

- behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally;
- usually happening when the relationship is imbalanced;
- possibly prejudice-based or discriminatory

Through assemblies and PSHE lessons, staff at Pound Hill Junior School discuss what bullying is alongside debating incidents we would not define as bullying. Pound Hill Junior believe that is vitally important that the perceived victim, the accused bully and parents of all children understand the definition of bullying and how or how not behaviours fit the definition of bullying.

Staff explain to pupils the actions they need to take if they do not like behaviours of other pupils towards them and the expectation that persistent deliberate behaviours must be reported immediately so that staff will support the pupils to understand the impact of behaviours and develop positive behaviours.

Types of Bullying

× Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

× Racist Bullying

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

× Homophobic Bullying

This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transsexual people.

× Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Children having caring responsibilities
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual
- Those suffering from health problems, including mental health

Signs of Bullying

All staff should be vigilant in looking out for signs of bullying or other safeguarding concerns including:

- × Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- × Emotional: losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- × Behavioural: asking to be taken to school, frequent visits to the medical room, taking longer to get home, asking for more money, using different routes to school, “losing” more items than usual, sudden changes in behaviour and mood, concentration difficulties, increased absences.

Bullying Prevention

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies and PSHE lessons, staff at Pound Hill Junior School discuss what bullying is alongside debating incidents we would not define as bullying. Pound Hill Junior believe that is vitally important that the perceived victim, the accused bully and parents of all children understand the definition of bullying and how or how not behaviours fit the definition of bullying.

Online safety is an important part of the Curriculum and information for parents is included in newsletters and on the school’s website. E-safety workshops are held to raise parents’ awareness of cyber-bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Behaviour Expectations and Code of Conduct

Pound Hill Junior School's high standards for behaviour are regularly promoted in class and assemblies. Through pupils following these high expectations, and staff consistently and constantly reinforcing them, bullying should be significantly reduced through immediate identification and action. Our Code of Conduct is as follows:

- ✓ Behave sensibly at all times
- ✓ Always act and speak with respect and courtesy.
- ✓ Try to understand and accept other people's point of view.
- ✓ Walk around the building quietly and safely.
- ✓ Have the responsibility not to bully others and to report any bullying.
- ✓ Make it as easy as possible for everyone to learn.
- ✓ Help to keep the school clean and tidy.
- ✓ Behave well when out of school and wearing our uniform as the school's reputation depends upon you.

Behaviour Policy

Our Behaviour Policy includes rewards and consequences which are used consistently to promote positive behaviour.

Responding to Bullying

The class teacher should initially respond and investigate all cases of alleged bullying. They should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate. If a teacher believes that the behaviour meets the definition of bullying, then these cases of alleged bullying should be reported to the Headteacher, Deputy Headteacher or Assistant Headteacher (Senior Leadership Team).

If the allegation of bullying is upheld, the member of SLT should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The consequences of their actions on the victim(s) should be fully explained to the perpetrator(s). Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded on CPOMS. Parents of both parties must be informed with the initial contact being made by the class teacher, if the behaviour meets the definition of bullying, to explain the investigation process.

If the situation does not improve, SLT should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents will lead to supportive intervention (e.g. through outside agencies), further monitoring, support and significant consequences (suspension or exclusion) as deemed necessary. Any necessary action should be taken until the bullying has stopped.

Listening to children

It is important that children are and feel that they are listened to when discussing or disclosing any potential incidents of bullying.

- ✓ Listen to the child
- ✓ Take them seriously
- ✓ Show empathy
- ✓ Reassure them they were right to tell you
- ✓ Let the child know it's not their fault
- ✓ Avoid stereotypes
- ✓ Follow school procedures for reporting concerns to SLT through conversations and CPOMS

Remember

- ✓ Bullying can have a huge negative impact on children – in the short and long term
- ✓ Be on the lookout for signs of bullying, and be aware of who might be more vulnerable
- ✓ Report any concerns you have
- ✓ Take prejudice-based bullying seriously and listen to children affected by it



Pound Hill Junior School

Being Safe and Feeling Safe at School (Antibullying)

If someone does something to you or says something to you that you don't like then you need to

1. Say that you don't like it

If they do it again then they have made a choice to do something unpleasant to you. Then you must

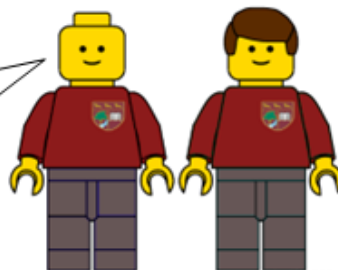
2. Tell an adult

If you are really worried about anything you can tell **any** adult in the school and they will listen and help sort it out and stop it.

The adult might also need to speak to:

Mr White
Miss Hatton
Miss Saunders
Vikki

You can always talk to them too!



Remember your online safety

