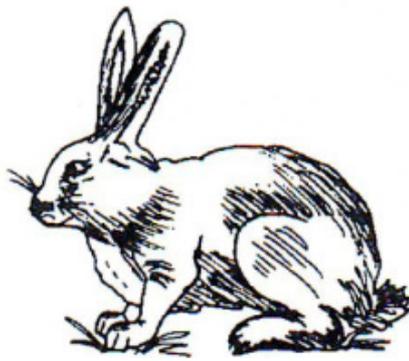


Anti-Bullying Policy



Harefield Junior School
2017

Introduction

We believe that bullying of any kind is unacceptable. Our school is committed to providing a safe, caring and friendly environment for all staff and pupils, volunteers and governors. Bullying is an unacceptable behaviour and will not be tolerated in our school.

Staff will use every opportunity to reinforce this message and this message is built into our assemblies and curriculum. The School's aim is to prevent bullying and harassment occurring by encouraging children to respect one another; other adults and the community at large. Harefield Junior School, has values that are taught to the children from the start of Year 3 and builds on from our infant colleagues. This policy fits in with our overall school aims.

Definition of Bullying

The Department for Education (DFE) defines bullying as; "Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences".

What is not Bullying

A distinction is made between the one off incidents that happen during the normal school day which are dealt with by Teaching staff and Teaching Assistants and Midday Supervisory Assistants. It is not the odd occasion of falling out with friends, name calling or an occasional argument. When such incidents occur these are dealt swiftly by staff. It is bullying if it is sustained, prolonged and frequent anti-social behaviour.

(Preventing and tackling bullying: Advice for head teachers, staff and governing bodies. Department for Education, July 2013).

Types of Bullying

Types of bullying can be:

- Emotional - unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- Physical - pushing, kicking, hitting, punching or any use of violence;
- Racist - racial taunts, graffiti, gestures;
- Sexual - unwanted physical contact or sexually abusive comments;
- Homophobic / trans-gender-focussing on the issue of sexuality;
- Verbal - name-calling, sarcasm, spreading rumours, teasing;
- Cyber - all areas of the internet (e.g. email & internet chat room misuse);
- Phone threats by text messaging & calls; misuse of associated technology

Objectives of this Policy

- To ensure that all pupils, parents/carers, staff and governors know what the school policy is on bullying and what they should do if bullying arises.
- To ensure that all governors, staff, parents/carers and pupils have an understanding of what bullying is.

- To set out a co-ordinated approach to preventing and tackling bullying at school.

Preventative strategies and Action

The school will seek to prevent all types of bullying through its work within the curriculum as well as through the establishment of a caring, and open-school ethos. The school will make all staff and regular volunteers aware of the policy and procedures involving all aspects of safety, including anti-bullying.

The school promotes good behaviour via the 5Rs and Golden Rules. There is also a PSHEC curriculum, including Circle Time, which promotes good behaviour and strategies for dealing with problems. Classes also have behaviour contracts.

The school has very structured playtimes with a high adult—child ratio to encourage fair play and being a good sport.

If an allegation of bullying is made the child may be supported by the Learning Mentor and broader community. This could involve close observation, mentoring and individual support. It could also result in support for the bully by undergoing reflective tasks and taking part in restorative justice. Children that are identified as bullying will be subject to the normal sanctions which may include detention or internal or external exclusion. This is all made clear in our Behaviour Policy.

Reporting Incidents

- Anyone who is being bullied, or anyone who knows about it, will be listened to and we will try to act in a swift, sensitive way.
- Staff will listen and will offer support to any child who is a victim of bullying and where such action is sustained the Head Teacher will arrange to inform the child's parents and will involve immediately the parents of the child/children carrying out such action.
- In the first instance the behaviour will be discussed with the individual suspected of the bullying to explain the distress that is being caused to the victim and necessary support and possible sanctions necessary.
- Further measures will be put into place if incidences of bullying continue through both internal or external exclusion.

All incidents of bullying will be logged by the Head Teacher. Parents will be informed.

Governors will be kept up to date with incidents of bullying.

Support through the curriculum

The school will teach safety and anti-bullying issues as part of the curriculum. This includes work within Computing, Science, Sex Education, PE, RE, PSHEC as well as through a whole school anti-bullying focus.

Harefield Junior School has themed assemblies and these regularly focus on anti-bullying, cyber bullying and keeping safe. There are posters around the school promoting this work including a "Where do I get help?" poster.

The school always supports any-bullying week.

Parents will also be given an anti-bullying leaflet at the start of the academic year and the policy will be placed on the school website.

THE RESPONSIBILITIES OF ALL STAKEHOLDERS.

The Responsibilities of Staff

Our staff will

- Foster in our pupils' self-esteem, self-respect and respect for others to ensure all remain safe.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling an adult about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Head Teacher.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action –that has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with the Behaviour Policy

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances to ensure all remain safe.

Anyone who becomes the target of bullies should not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their class teacher or Head Teacher and explain the implications of allowing bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operate with the school if any accusations of bullying are made, so the school can ascertain the truth and act accordingly.

The Responsibilities of Governors

We expect Governors to:

- Support the school strategically in dealing with bullying.

Ensure effective policies and procedures are in place and reviewed regularly.

Monitoring and Review

This policy will be reviewed regularly alongside all other Safeguarding Policies.