



## **EAST PRESTON JUNIOR SCHOOL: ANTI-BULLYING POLICY**

(see also the Behaviour Policy )

September 2017

### **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. 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.

Every person in this school has:-

- the right to feel safe
- the right to be treated with respect
- the right to learn

### **Definition of bullying**

Bullying is "**Behaviour by an individual or a group, often repeated over time that intentionally hurts another individual either physically or emotionally**". There is often an imbalance of power (eg numbers, age or size) .

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, social networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti, gossiping, gesturing, excluding people from groups and spreading hurtful and untruthful rumours.

However, it is recognised that children make mistakes and can be unkind to each other at times. Isolated acts of unkindness and/or in response to provocation are not counted as bullying. However all incidents are recorded and monitored carefully to ensure there they are not repeated and therefore possible bullying incidents.

### **Forms of bullying covered by this policy**

Bullying can happen to anyone. This policy covers all types of bullying including any related to:

- race, religion or culture.
- special educational needs.

- appearance or health conditions.
- sexual orientation.
- young carers or looked after students or otherwise related to home circumstances.
- sexist or sexual bullying.
- cyber bullying.

### **Objectives of this policy**

- All School Community Councillors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All School Community Councillors and teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils 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 and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Our school community:**

- Discusses, monitors and reviews our anti-bullying policy on a regular basis,
- Supports staff to promote positive relationships and identify and tackle bullying appropriately,
- Ensures pupils are aware all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy,
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints.
- Parents/ carers in turn work with the school to uphold the anti-bullying policy,
- Seeks to learn from good anti-bullying practice elsewhere and uses support from the local authority and other relevant organisations when appropriate

### **We will:**

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying,
- Develop pupils' social and emotional skills, including their resilience,
- Consider all opportunities for addressing bullying including through the curriculum, displays, peer support and through the school council,
- Create "safe spaces" for vulnerable students and young people

### **Involvement of pupils students**

#### **We will:**

- Regularly canvas students and young people's views on the extent and nature of bullying.
- Ensure students know how to express worries and anxieties about bullying.

- Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve students in anti-bullying campaigns in schools.
- Publicise the details of helplines and websites.
- Offer support to students who have been bullied.
- Work with students who have been bullying in order to address the problems they have.

### **Procedures**

1. Incidents are reported to a member of staff in school by a student or adult with concerns.
2. An appropriate member of school staff (usually the class teacher or learning mentor) will discuss the situation with the student concerned and agree the next steps to take. It is important that students feel their view with how the incident is going to be dealt with is listened to. Then, with the student's agreement, the incidents(s) are discussed with all students concerned. There is an opportunity for all students to put forward their viewpoints and discuss how the incident made them feel and how they could have acted differently. If possible, the students will be reconciled
3. All incidents are recorded on log sheets including actions taken.
4. If it is decided that bullying has taken place then all parents of students involved will be informed. The perpetrator will be sanctioned (see behaviour policy) and will apologise to the victim. In serious cases parents will be asked to come in to a meeting to discuss the problem
5. If necessary and appropriate, police will be consulted and /or exclusion will be considered
6. An attempt will be made to help the bully (or bullies) change their behaviour - the learning mentor will work with these students and involve parents and outside agencies as appropriate.
7. On-going support will be provided to the victim and liaison will continue with parents as appropriate
8. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Students do not always tell us. We welcome involvement of parents to inform us of any concerns. We would rather know than not be told at all.

### **Responsibilities**

This Policy 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.

It is the responsibility of:

- school School Community Councillors to take a lead role in monitoring and reviewing this policy.
- School Community Councillors, the headteacher, senior managers, teaching and non teaching staff to be aware of this policy and implement it accordingly.
- the headteacher to communicate the policy to the school community.
- pupils to abide by the policy.

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