

Hugh Joicey C of E Aided First School

Anti-bullying Policy 2018

Statement of Principle

Everybody at Hugh Joicey First School promotes a friendly atmosphere that is safe, secure and fosters confidence and mutual respect.

All the stakeholders of Hugh Joicey First School believe that bullying is always unacceptable and it will not be tolerated within our school community, whether committed by children or by adults.

We endorse the statement of principle of Northumberland County Council and seek to provide a safe, secure and positive environment where:

- Children can achieve their potential, making full use of the opportunities available to them
- Children involved have the right to have themselves and their property treated with respect and to be free from intimidation.

Aims

- As a school we seek to ensure that all children and adults have the right to be happy, healthy, stay safe, enjoy and achieve and make a positive contribution all without fear of intimidation.
- Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.
- We seek to promote a range of preventative measures through assemblies, Thrive activities, the PSHE curriculum and supporting national Anti-bullying initiatives.

The anti-bullying policy is implicitly part of this school's management of behaviour as outlined in the behaviour policy and is supported by child protection, e-safety and confidentiality policies.

The Nature of Bullying

Bullying is different from random acts of aggression. It includes different sorts of negative behaviours including physical, psychological, social and verbal; examples of such are teasing, intimidation, name-calling and isolation. It causes distress to vulnerable children who suffer over a period of time.

Bullying should always be taken seriously. All bullying is unacceptable.

Bullying is deliberately hurtful. It typically has seven elements:-

1. an initial desire to hurt
2. the desire is expressed in action
3. someone is hurt either physically or emotionally
4. there is an imbalance of power
5. it is without justification
6. it is typically repeated
7. there is evident enjoyment by those who bully.

Bullying can typically take these forms:

1. Physical bullying: hitting, kicking, taking belongings
2. Verbal bullying: name calling, insulting, making offensive remarks
3. Indirect bullying: spreading rumours, exclusion from social groups.

Differences are often used as a reason for bullying; pupils can be called names because of their ethnic origin, nationality or colour, sexual orientation or some form of disability.

Recognising Bullying

Those who are being bullied may experience:

- Unhappiness
- A sense of desolation and in some cases, desperation
- Reduced self esteem and self worth
- Poor academic performance
- Exclusion from normal social experience
- A strong desire to escape the situation which may result in absconding or truanting
- A desire to self-harm

Those who are being bullied may exhibit the following:

- Unwillingness to attend or participate in activities
- Unwillingness to venture into some areas of a building
- Fear of walking to school or of using public transport
- Underachievement
- Books or clothes destroyed
- Possessions and money going missing
- Signs of distress such as crying easily, lack of appetite
- Becoming withdrawn or disruptive and / or aggressive
- Stammering
- Stealing to pay the bully or replace missing possessions
- A marked change in well established patterns of behaviour
- A variety of physical symptoms including cuts, bruising, aches, pain, faints, headaches, stomach upsets, bedwetting, disrupted sleep patterns

Prevention of bullying within this school

Incidences of bullying within this school can be significantly reduced if:

- There is adherence to the golden rules
- Collective worship addresses the issue of bullying
- PSHE, including Thrive, includes activities which develops assertiveness and addresses issues
- All staff act as behaviour role models by being assertive and dealing seriously and professionally with all situations occurring within school
- Staff will supervise children at all times and support colleagues on duty
- Pupils will be encouraged to take independent responsibility for their own behaviour
- Staff will undertake appropriate training to support our anti-bullying policy
- Parents alert staff about any changes in their child's behaviour or attitudes to school

Responses to bullying within this school

The following procedures will be followed:

- All staff will actively listen and believe the child
- All parties will be interviewed separately
- Parents will be informed and involved from the beginning
- Victims will have access to emotional support in the form of a peer support team and a named member of staff - Claire Wakenshaw, Thrive Practitioner
- Those undertaking acts of bullying will be given positive behaviour targets and be supported to build up their self esteem- Thrive
- Sanctions will be negotiated and may include withdrawal of privileges
- All parties involved will discuss the incident either together or separately and agree the way forward

Monitoring and Evaluation

All incidents of bullying will be recorded on SIMS and termly returns will be forwarded to the Local Authority.

Analysis of these records will support the evaluation of this policy.

This policy will be reviewed annually during the Summer term.

The governing body has formally adopted this policy.

Approved by Governors : January 2015

Signed.....

Chair of Governors

Reviewed : January 2018

To review: January 2019

