



Sharman's Cross Junior School

ANTI BULLYING POLICY

As part of the Sharmans Cross family, *everyone is safe valued and respected in a friendly, supportive and inclusive community* so that we can become the best that we can be.

We strive for excellence in everything we do, becoming confident, successful, independent learners for the future *who value self, others and community*, developing lasting skills for life in the wider world.

1) Objectives and aims

This policy outlines what Sharmans Cross Junior School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture.

The aims of the policy are -

- Everyone involved in the school community will know that, at Sharmans Cross, bullying is not acceptable and active steps will be taken to stop the bullying.
- Everyone involved in the school community is aware what bullying is and what forms it can take.
- Both teaching and non-teaching staff are confident in knowing the steps that should be taken if they suspect bullying or somebody confides to them that they are being bullied.
- Everyone involved in the school community is aware of the steps Sharmans Cross will take to help and support people who are getting bullied or have been exhibiting bullying behaviour.
- Everyone involved in the school community is aware of the consequences of bullying.
- Everyone involved in the school community is aware of outside agencies and organisations that can help and give advice.
- Everyone involved in the school community is aware of the legislation that sets out actions for schools in response to bullying as well as criminal law.

2) Our school community:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that 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 utilises support from the Local Authority and other relevant organisations when appropriate

3) Definition of bullying

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", November 2014)

Bullying can include but is not limited to: name calling, taunting, mocking, making offensive comments, physical abuse such as kicking and hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

4) Forms of bullying covered by this Policy

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

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via phones, the internet and other technology – “cyberbullying”

5) Preventing, identifying and responding to bullying

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Be encouraged to use social media responsibly via assemblies, lessons and displays.

6) Involvement of pupils

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying through pupil questionnaires such as HRBQ and discussions during lessons. Any feedback will be looked at, discussed and used to inform our teaching and prevention of anti-bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying through being dedicated to creating positive and trusting relationships between staff and pupils, creating a positive ethos around school and the teaching of what to do when you see bullying or are being bullied in lessons and assemblies such as the ones delivered in anti-bullying week.

- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying through discussing the behaviour policy.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied to ensure the bullying stops and they feel safe in our school community.
- Offer support to pupils who are found to bully in order to understand the reasons behind why they did it. This will help ensure they do not bully again.

7) Liaison with parents and carers

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying and know that all concerns will be taken seriously and investigated.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively to raise concerns in an appropriate manner.
- Ensure all parents/carers know where to access independent advice about bullying by publicising helpful websites and helplines whereby they can access more information. (Listed at the end of this policy.)
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

8) Dealing with Incidents

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and precise account of the incident will be recorded and given to the head teacher (Miss Sara Wilkes.) If head teacher not available, account will be given to deputy head teacher (Mrs Jane Ferguson) or assistant head teacher (Miss Trudi Boon.)
- Member of staff taking down the account must ensure no leading questions are asked and that account is taken down in the person's own words and not paraphrased.
- The head teacher will interview all concerned and will record the incident.
- If person who gave account was a pupil, their teacher will be kept informed
- When responding to cyberbullying concerns the school will take all available steps to identify the person who has been bullying, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user.
- If content posted online is offensive or inappropriate, and the person or people responsible are known, then the school will ensure that they understand why the material is unacceptable or offensive and will request that they remove it.

- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour policy.
- Parents/carers will be kept informed
- Sanctions will be used as appropriate, in consultation with all parties concerned and in line with the behaviour policy.
- If necessary and appropriate, the police or other local services will be consulted

9) Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- Being reassured they did the right thing in telling somebody and being encouraged to, if it ever were to happen again, do the same thing.
- Ensuring parents/carers are informed so they have continued support and guidance at home.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns.
- Reassuring the pupil and providing continuous support.
- Help via mentoring or other forms to restore self-esteem and confidence
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support.
- If online, requesting content be removed and reporting account/content to service provider.
- Sanctioning in line with school behaviour policy. This may include official warnings, detentions, isolation from class, behaviour contracts and exclusions in line with school and LEA policy.
- Speaking with police or local services.

10) Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported and helped by:

- Being offered an immediate opportunity to discuss the concern with the head teacher and establishing the concern.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- Being reassured and offered appropriate support.
- Working with the wider community and being informed of local/national organisations who can provide further or specialist advice and guidance
- If online, an immediate request for the content to be removed will be issued and account/content reported to service provider.
- If necessary and appropriate, being helped disciplinary instigated against the person who has been bullied and advice given on any further civil or legal action that could be taken.

11) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Safeguarding policy
- Child protection policy
- Confidentiality policy
- e-Safety (Online Safety)
- Mobile phone policy
- Professional behaviours policy
- SEN and Inclusion policy
- Searching and confiscation
- 'Speak up' policy
- Complaints procedure

12) Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These include:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

13) Responsibilities

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, 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 and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

The named Governor with lead responsibility for this policy is: _____

The named member of staff with lead responsibility for this policy is: Miss Victoria White

14) Monitoring & review, policy into practice

This policy was approved by the Governing Body on: _____

This policy will be monitored and reviewed on: _____

The named Governor for bullying will report on a regular basis to the governing body on incidents of bullying and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" November 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: "No health without mental health": <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational