



NETLEY ABBEY JUNIOR SCHOOL

ANTI-BULLYING POLICY

July 2019	
Shirley Nicholas-Bond	
Signed:	Dated:

Chair of Governors: John Forder	
Signed:	Dated:

Review Cycle	Every 2 years
Policy prepared by/Reviewed by	Deputy head
Committee responsible	FGB
Statutory/Discretionary/School	School
Date of latest FGB approval	July 2019
Date of review by committee	
Date of next review by FGB	July 2021

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.

What is Bullying?

Bullying may be defined as any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards an individual or a group of people. It may be repeated over a period of time.

Therefore remember STOP – it happens Several Times On Purpose.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence. Taking other people's things without asking
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

O b j e c t i v e s o f t h i s P o l i c y

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors 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.
- **B u l l y i n g w i l l n o t b e t o l e r a t e d .**

All of us have encountered bullying at some point in our lives, but we deal with it differently. The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

S i g n s a n d S y m p t o m s

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Report bullying incidents to staff who will inform the child's Class Teacher or SLT as appropriate
2. A 'Worry Box' will be available for those children who find it difficult to speak to someone, to write down their concerns. This will be checked weekly and concerns addressed.
3. In cases of serious bullying, the incidents will be recorded by staff
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
5. If necessary and appropriate, the Child Protection Officer in school, Social Services or the police will be consulted
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
7. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.

The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding). Other consequences may take place (See behaviour policy). Wherever possible, the pupils will be reconciled.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. Eg. Police, councillor, outside agencies.

In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from behaviour outreach, counselling, or even fixed or permanent exclusion will be considered.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying

- reading stories about bullying or having them read to a class or assembly
- use of role play and drama to help children deal with bullying issues.
- having discussions about bullying and why it matters
- use of confidential 'worry bag' where children can post their concerns and ideas.
- staff be to made aware of 'unsafe' areas of the school and ensure that there are always staff on duty at break and lunchtimes in **both** playgrounds.

Policy last revised : October 2016

File name : Antibullypolicy

HELP ORGANISATIONS :

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.