

Heatherside Junior School Anti-Bullying Policy

At Heatherside Junior School we are committed to providing a caring, friendly and safe environment for all our pupils and staff. Bullying of any kind is unacceptable at our school. We believe that by establishing high standards of behaviour and clear guidelines for dealing with unacceptable behaviour, that incidences of bullying can be prevented. This policy sets our agreed aims, definitions and procedures.

Our Aims and Objectives

- *To create a secure and safe environment for all*
- *To prevent bullying within Heatherside Junior School*
- *To deal appropriately and consistently with bullying should it occur.*
- *Ensure children and staff feel able to report bullying and know that instances will be dealt with immediately.*
- *Encourage the bully and victim to develop their social skills which will build self esteem*
- *Ensure bullying is dealt with promptly and consistently throughout school*
- *To work in partnership with parents.*
- *Children, staff and parents should be assured that they will be supported if bullying is reported*

What Is Bullying?

We use the following definition

"Bullying is the **deliberate and repetitive** actions of a person or group, which is targeted towards a particular person or group in a negative or unkind way over a period of time. It can include name calling (verbal or online/via messages) and physical violence. It can result in the person feeling isolated and alone."

Bullying can be:

- Emotional being unfriendly, excluding, intimidating, tormenting (e.g. hiding possessions, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial language, taunts, graffiti, gestures, isolation
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality or other protected characteristics
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber Online including email and messaging abuse.
Threats, rumours by messaging, calls, posts online
Misuse of technology, i.e. phone, gaming, sending photographs

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 bully others will be supported and expected to improve their behaviour and find positive ways to manage their feelings and emotions so that others are not impacted by this. We recognise that we have a responsibility to respond promptly and effectively to issues of bullying.

How do we help children to understand about bullying?

Through our agreed aims, policies and the curriculum we will;

- *use opportunities to raise awareness of bullying through lessons, assemblies, class charters and whole school events*
- *explore issues of bullying, peer pressure and staying safe through the curriculum*
- *teach children specifically about online safety and acceptable use of technology*
- *promote a positive ethos reinforcing acceptable behaviour*

- ensure all staff adhere consistently to our Behaviour Policy
- Provide opportunities for children to talk about bullying through our curriculum including in Personal, Social and Health Education (P.S.H.E.) and Computing
- create an environment where children feel safe to talk and know who they can trust
- promote positive ways to wellbeing through our curriculum, pastoral provision and wider school events, including through our Wellbeing Ambassadors.

What are the school's procedures?

1. All children are encouraged to report any incidences of bullying to a member of staff. This may be a teacher, Learning Support Assistant (who also work at lunchtimes) or a member of the Office Staff.
2. The bullying behaviour or threats of bullying will be investigated and the appropriate action taken. Where it is established to have been a one-off incident, the matter will be dealt with in line with the school's Behaviour Policy. However, the situation will be recorded on CPOMS and monitored to ensure that no further incidences occur.
3. In cases of serious bullying, where there is evidence of the action being both deliberate and repetitive, this will be referred immediately to the Headteacher.
4. In such cases parents will be informed and will be asked to attend a meeting to discuss the issue. Both the victim and the bully's parents will be contacted.
5. Every attempt will be made to help the bully (bullies) change their behaviour and prevent any future occurrences/incidents.

What action might be taken?

- The bully or bullies will be expected to reflect on their actions and the impact this has had. An apology will be sought and this may involve writing a letter or apologising in person.
- The bully will be expected to talk about their behaviour and to consider the impact of their actions. The school will endeavour to establish the cause of the behaviour.
- Parents will be informed and the bully may be asked to sign a Behaviour Contract or have targets set to improve their behaviour.
- Support programmes may be put in place to help the victim and/or address the behaviour of the bully.
- A pupil may be excluded from breaktimes or other activities for a fixed period. This may include loss of privileges.
- In more serious cases, a pupil may be suspended from school in accordance with Hampshire County Council and national guidelines.
- If necessary and appropriate, the police will be consulted.
- If possible, the pupils will be reconciled with the support of a member of staff, which might be a senior member of staff or the Pastoral Support Worker.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

What are the signs and symptoms?

A child may indicate by signs or behaviour that they are being bullied. These signs and behaviours could indicate other issues or concerns, which may be known or unknown. However, bullying or friendship problems should be considered and investigated. Adults should be aware of these **possible** signs and that they should investigate if a child:

- is frightened of walking to or from school
- displays changes their usual routine
- is reluctant to go to school or out at playtimes
- begins to truant
- becomes withdrawn, anxious, or lacking in confidence
- is often alone at breaktimes

- cries themselves to sleep at night or has nightmares
- feels ill in the morning and may be reluctant to leave their parents in the playground
- begins to underachieve
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- is frequently and easily tearful
- becomes aggressive or disruptive
- 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 and jumpy when an online/phone message is received.

How do we help children to respond if they feel they are being bullied?

Through our curriculum, focused learning opportunities such as Anti-Bullying Week, well-being activities and assemblies we want our children to become confident, responsible and positive members of our school community. We want them to feel safe, secure and protected and to know what to do if they are experiencing difficulties with their friends, peers or other children in school.

These strategies were created by our children, for our children

If someone is being unkind to you..

- Tell them to stop and say that you don't like it, this could also be online. You can also 'block' people or numbers.
- Use 'Confident Comments' and walk away or logoff e.g. "That doesn't bother me" or "I'm busy and have to go and meet my friends."
- Shout for help if someone is physically hurting you.
- Play with a group of people.
- Go to a teacher, parent or other adult and tell them what has happened straight away.
- Tell your friends and ask them to go to an adult with you if you don't want to go on your own.
- Let your teacher, parent or trusted adult know if you are worried or unhappy.
- If you have fallen out with your friends, ask an adult to help you sort it out or play with someone different until you are friends again.
- Talk to your parents about the problem.
- If you see someone else being unkind, tell an adult. Don't be a bystander. Don't join in to online conversations where people are being unkind.
- Encourage your friends to tell an adult if they tell you they are being bullied, don't try to sort it out yourself. Keep any messages or take a screenshot.

SOMEBODY HAS UPSET OR HURT YOU IN PERSON OR ONLINE. WHAT DO YOU DO?

