

Alfred Street Junior School

Anti-Bullying Policy

Rationale

An effective Anti-Bullying policy enables children to make progress towards achieving the five outcomes of Every Child Matters: Change for Children (Be Healthy, Stay Safe, Enjoy and Achieve, Make a Positive Contribution, Achieve Economic Well-being). It contributes to the school's aim of being a Healthy School.

Everyone at Alfred Street Junior School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and inhibits equality of opportunity. It is everyone's responsibility to prevent bullying. (The term 'school community' includes any person who is involved with school life. It includes pupils, parents and other family members, governors, volunteers and members of staff.)

Alfred Street Junior School does not tolerate bullying. We are a telling school where children are positively encouraged to report all bullying incidents. It is essential that where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school. This document outlines how we make this possible at Alfred Street Junior School.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of verbal bullying, name-calling, violence, threatened violence, social isolation, ridicule, financial bullying (including damage to property) or indirect action such as spreading unpleasant stories about someone. It may also include cyber bullying

Bullying can take place as a result of social class, race, culture, disability, gender, religion, physique, learning difficulty, difference, or sexuality.

Bullying is

- Harmful, either physically or emotionally
- Deliberate
- Repeated
- Utilises a power difference which makes it difficult for those being bullied to defend themselves

Bullying is started by an individual or individuals. He/ she/ they are not responding to nastiness from another person. The school works hard to ensure that all pupils know the difference between bullying and simply "falling out". When pupils with the same power, numbers and strength, fight or argue this is not bullying.

Children are made aware of the Northamptonshire definition of bullying which is:

| | |
|---------|---------|
| Several | Start |
| Times | Telling |
| On | Other |
| Purpose | People |

Actions to Prevent Bullying

Prevention is better than cure so at Alfred Street Junior School we are vigilant for signs of bullying and always take reports of incidents seriously. Staff model courteous and respectful behaviour and there is appropriate supervision of children throughout the school at all times. Pupils are encouraged to adhere to positive behaviour guidelines in the form of The Alfo Way.

We use the PSHE and wider curriculum whenever possible to reinforce the ethos of the school and to give pupils strategies to develop friendships, assertiveness, and skills to identify and combat bullying-type behaviour. We regularly remind pupils about acceptable behaviour through our whole-school assembly programme and through participation in the annual Anti-Bullying Week. Specific additional issues, for example outbreaks of cyber bullying or homophobic bullying, will be dealt with sensitively and according to the age and level of understanding of the pupils involved.

We use pupil questionnaires, circle time, and Class and School Council to enable pupils' voice to be heard. We audit pupils' concerns about bullying and use Bullying Maps to identify where and when bullying is perceived to take place so that we can take appropriate action to make pupils feel safer. A Friendship Bench and Quiet Area is used to reduce social isolation, and pupils are encouraged to walk away from trouble and find an adult if they feel unsafe.

We use display around school to highlight desired and bullying behaviours and to remind pupils that we are a telling school. Pupils are told that they must report any incidence of bullying to an adult within school as soon as possible after the event. If another pupil tells them that they are being bullied, or if they see bullying taking place, it is their responsibility to report their knowledge to a member of staff. There is provision for school members to report incidents to staff through 'think' books or anonymously through a school worry box.

Parents' views are sought both informally and through the annual Parents Questionnaire. They are reminded regularly of the school's bullying definition through the school brochure, letters and newsletters, and told to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. Where necessary we will call on outside resources and support such as the Children and Young Persons Service.

Reporting and Recording Bullying Incidents

All reported incidents of bullying are investigated and taken seriously by staff members. If a reported incident is not too serious, a problem-solving approach will be used. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk or to

write their version of events and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring. Witness statements will also be collected.

A record is kept of incidents (see appendix), and incidents are checked against the school definition of bullying. A member of the school leadership team or the class teacher of the victim will be responsible for this and will give a copy of the report and the action taken to the Deputy Headteacher.

In order to ensure effective monitoring of such occurrences the Deputy Headteacher keeps a file of Bullying Incidents and all proven incidences of bullying are reported to the Headteacher. Lunchtime incidents should also be reported to the senior lunchtime supervisor. If bullying includes racist abuse then it is reported to the LEA as a Racial Incident.

Bullying of School Staff

The bullying of school staff, whether by pupils, parents or other staff, will not be tolerated. Staff will raise their concerns with the Headteacher who will investigate and take appropriate action. Physical assault upon staff by pupils will automatically lead to a period of exclusion and by parents will be reported to the police. Bullying of staff by other members of staff may lead to disciplinary action. In the event of concerns about the Headteacher these will be raised with the Chair of Governors.

Parental Involvement and Sanctions

Parents of all parties are contacted as soon as possible, either in person or by telephone or letter, to tell them that an incident has taken place and to discuss the outcomes. Victims are offered support appropriate to their needs and the situation is monitored and followed up.

Pupils that have exhibited bullying behaviour are reminded of The Alfo Way and the school's Behaviour and Discipline Policy, and have the consequences of bullying and the sanctions for repeated incidents clearly explained to them. Sanctions may include the loss of a day's merit, missed privileges (including breaktimes), and a letter of apology to the victim(s). Repeated offences or serious incidents will require pupils to be placed upon Yellow or Red Report, leading to temporary and/or permanent exclusion unless there is an improvement in behaviour. The parents of bullies will be encouraged to support strategies proposed to tackle the problem.

Dissemination of the Policy

All members of staff have a copy of this policy and other copies are kept centrally. All classrooms have a copy of the school definition of bullying.

Monitoring and Evaluation

This policy will be monitored on a regular basis by the governors, staff, Deputy Headteacher and the Headteacher. The policy will be evaluated, through discussion and questionnaires, to assess the impact on children's knowledge, skills and attitudes. The incidence of bullying will be monitored to show the effectiveness of the policy. The policy will be reviewed annually.

Further information

Safe to Learn: Embedding Anti-Bullying Work in Schools (DCSF,2007)

Recognising and Eliminating Bullying - Education Services Guidelines for Schools (NCC 2003)

Bullying: Don't Suffer in Silence (DfES 2000)

Every Child Matters: Change for Children

Appendix: Bullying Incident Record

Policy prepared by Neil Blackwell September 2007

Agreed by Teaching Staff 19 November 2007

Agreed with Governors

Last Reviewed by John Kidney July 2014