

MEON JUNIOR SCHOOL ANTI-BULLYING POLICY

Statement

At Meon Junior School, we will not tolerate bullying.

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 without any threat of bullying behaviour.

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 and will be listened to and taken seriously.

All of us have a responsibility to ensure that we follow the 'Golden Rules' , do not bully others and work together to get rid of bullying.

What is Bullying?

Bullying is the deliberate targeting of a particular child or group of children on a regular basis which results in pain and distress to the victim/victims.

Bullying can be

- Emotional regularly being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures).
- Physical regularly pushing, kicking, hitting, punching or any use of violence.
- Racist regular racial taunts, graffiti, gestures.
- Sexual regular unwanted physical contact or sexually abusive comments.
- Homophobic regularly focussing on the issue of the target child's sexuality.
- Verbal regular name-calling, sarcasm, spreading rumours, teasing.
- Cyber regular misuse of all areas of internet, such as email, internet chat room, social networking or the Learning Platform.
Threats by text messaging and calls.
Misuse of associated technology, i.e. camera and video facilities.

In dealing with behaviour and bullying our school community needs to work together to understand the difference for example, between rough play, a genuine accident, an angry remark and bullying. The table below (from Portsmouth anti-bullying guidance and resource pack for schools 2014) is helpful in determining the difference between relational conflict and bullying.

Bullying	Relational Conflict
Repeated, hurtful behaviour	Happens occasionally
Deliberate or intentional behaviour that causes physical or emotional harm	Accidental
Imbalance of power	Equal power
No remorse	Remorseful
No effort to solve the problem	Effort to solve the problem

Why is it Important to Respond to Bullying?

Bullying hurts and can be extremely damaging. 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.

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

Aims

- To contribute towards creating a positive, respectful and supportive school ethos
- To enable everyone to feel safe at Meon Junior School and to encourage pupils to report incidents of bullying
- To make it clear that all forms of bullying are unacceptable
- To deal with each incident of bullying as effectively as possible, ultimately reducing the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help pupils displaying bullying behaviour to change their attitudes and understand why it needs to change
- To liaise with parents and other members of the school community
- To ensure all members of our school community have a shared understanding and responsibility to reduce bullying
- To ensure that all staff feel confident dealing with bullying and have the skills to teach about diversity and the effects of bullying through regular and appropriate training.

Objectives

- Our whole school community has a shared responsibility towards our anti-bullying policy
- To promote emotional health and wellbeing of children and adults at Meon Junior School and for all the members of our school community to be role models
- To maintain and develop effective listening systems for children
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information (where appropriate sharing it with relevant organisations)
- To involve all staff in dealing with incidents of bullying effectively and promptly and to equip them with skills to do so
- To communicate effectively with parents about bullying
- To ensure all staff consistently and firmly challenge inappropriate interactions including prejudice-based and aggressive language.
- To ensure all staff model inclusive and non-derogatory language.

Practice and Procedures

What we do to prevent bullying

- Deliver a curriculum which raises the awareness of bullying and teaches pupils about all aspects of individual difference and diversity (lessons, stories, circle time and assemblies) using SEAL, PSHE and other resources
- E-Safety regularly addressed and taught
- Annually mark anti-bullying week
- Annually review our anti-bullying policy (as part of anti-bullying week where possible)
- Develop a shared understanding of bullying and how to deal with it effectively in our school community by promoting a common anti-bullying approach

- Promoting an ethos of 'It's good to tell'
- Use of School Council Representatives
- Undertake an annual audit of bullying including a pupil and parent survey and analyse it to inform school improvement planning, practice and policy
- Communicate about and update on any incidences of bullying at weekly staff briefing meetings
- Work with outside agencies
- Running various pastoral programmes for selected pupils
- SLT to report at least annually, analysis of bullying and any actions to be taken through the Headteacher's report to governors.

Meon Junior School has a clear set of procedures that are known by all staff, Governors, support staff, pupils and parents.

Report: All children are encouraged to report any incidences of bullying.

Reassure: Staff will strive to provide a safe and confidential environment and will endeavour to help the pupil feel secure about their decision to report the incident.

Record: All incidents of bullying will be recorded in writing by a member of staff. The headteacher will be informed. In serious incidents parents will be informed and asked into school to discuss the problem.

Respond: Disciplinary measures and anti-bullying strategies will be initiated.

- All children will be spoken to separately and, if appropriate, together.
- The children displaying bullying behaviour will be encouraged to empathise with the victims and to take responsibility for their actions.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, exclusion will be considered.
- If possible, the pupils will be reconciled.

Review: Any decisions made will be monitored to prevent reoccurrence of any bullying.

Punishing the bully alone is a short term action that has proven ineffectual in a number of cases. It is essential that it is combined with other anti-bullying strategies.

These include:

- Playground initiatives and lunchtime clubs to reduce boredom.
- Participation in anti-bullying initiatives - local and national.
- Training for all staff.
- Using appropriate aspects of the Social and Emotional Aspects of Learning (SEAL) programme.

Recording and Reporting of incidents

All incidents of possible bullying will be recorded by the school. Any written records will be recorded on the agreed forms kept centrally in the school office (see appendix 1).

There is an expectation that all incidents of bullying will be shared and communicated to all staff through weekly meetings.

Parents of **all** children involved **will be** informed of what has happened and how it has been dealt with.

Any racial incidents will be recorded in accordance with the Local Authority guidance.

Appendix 1

Meon Junior School



Central logging form for incidents of bullying

Reported by: _____ Date and time of incident/s: _____

Name and year group of pupil/s who have been bullied: _____

Name and year group of pupil/s who have bullied: _____

Indicate type of incident/s – please tick one or more boxes

Verbal bullying (teasing, name calling, threatening to cause harm)		Physical bullying (Hitting/kicking/pinching, Tripping/pushing, taking or breaking someone's things)	
Social bullying (leaving someone out on purpose, telling other children not to be friends with someone, spreading rumors about someone)		Cyber bullying	
		Other	

Brief description of incident/s (including time and location)

Please circle any of the following that apply:

Race/religion/culture Sexual/sexist/transphobic/homophobic SEN/disability

Home circumstances Gifted/talented Health conditions Other

Details of action taken

Parents/carers of the pupil/s who have been bullied informed: Date _____

Parents/carers of the pupil/s who have bullied informed: Date _____

Details of immediate action taken

Monitoring of action taken and details of follow up and longer term action taken

Please attach any accounts of the incident by the pupil/s who have been bullied, the pupil/s who have bullied and any bystanders/witnesses to the back of this form.

Appendix 2

The Golden Rules

Be kind to everyone

Treat others with respect

Be polite to everyone in the school

Always try your best

Share and take care of school resources

Take pride in yourself and your work

Move around the school calmly, quietly and sensibly

Appendix 3

Signs and Symptoms that MIGHT indicate bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs (this list is not exhaustive):

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- 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 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

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.