

# Garden Suburb Junior School

## Pupil Anti-bullying Policy

March 2021

### Rationale

It is our aim to create a mutually caring relationship between all members of the school community. It is the responsibility of all members of this community to eradicate bullying by developing structures and following procedures to prevent and deal with bullying incidents. There is a zero-tolerance policy for bullying at the school.

This policy should be read in conjunction with the school's Behaviour policy, the Online Safety policy and the Child Protection and Safeguarding policy.

### Purpose of this policy

- To define bullying
- To recognise forms of bullying
- To prevent bullying
- To deal with bullying promptly and appropriately when it is reported.

### Definitions and Examples

At Garden Suburb Junior School, we believe that bullying can be emotional, physical, verbal or online (cyber).

- Bullying is ongoing deliberate acts that intend to cause harm
- Bullying is a term that is sometimes misapplied to one off incidents. This devalues the act of bullying, which can be an altogether more traumatic experience for the victim.
- Bullying can be a one off act for the victim but a repeated behaviour pattern for an individual.
- We recognise that children, who bully or who are victims of bullying, may need emotional support and this is always taken into consideration when investigating incidents.
- Bullying is a term that covers a wide range of hurtful behaviour.

**Physical:** pushing, kicking, hitting, pinching, any form of violence, threats.

**Verbal:** name-calling, sarcasm, spreading rumours, persistent teasing.

**Emotional:** tormenting, threatening, ridicule, humiliation, exclusion from groups or activities.

**Racist:** based on ethnic background, religion or skin colour -racial taunts, graffiti, gestures.

**Homophobic:** bullying against another person because of their actual or perceived sexual orientation.

**Transphobic:** bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.

**Sexist:** bullying based on sexist attitudes expressed in a way to demean, intimidate or harm. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

**Sexual:** bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension/dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes, unwanted physical contact or abusive comments.

**Prejudicial:** bullying based on prejudices directed towards specific characteristics, e.g. SEND or mental health issues.

**Technology:** hurtful behaviour through messages and /or social networking sites

### **Severity of Bullying**

Bullying ranges from the above mentioned inappropriate behaviour to vicious assaults. The severity of the bullying along the continuum should be gauged by the distress/damage caused to the victim.

### **The Frequency of bullying**

There is no definitive time scale for bullying. Bullying can take place several times a week or day. It can go on for months or years. It does not take long to damage the victim or corrupt other children who witness it.

### **Recognising Signs of bullying**

- unwillingness to come to school
- being frightened to travel to or from school, asking to be driven
- a significant change in behaviour -withdrawn/aggressive behaviour
- complaining of physical symptoms
- complaining about missing/damaged possessions
- educational attainment being slowly or suddenly reduced
- refusal to talk about the problem
- being easily distressed
- damaged or incomplete work
- becoming anxious or lacking confidence
- asking for extra money or stealing
- unwillingness to use the internet or mobile devices
- becoming agitated when receiving calls or text messages
- change in behaviour and attitude at home
- changes in sleep patterns
- changes in eating patterns
- unexplained bruises

### **Roles and responsibilities**

#### **The governing board is responsible for:**

- Evaluating and reviewing this policy to ensure that it is not discriminatory.
- The overall implementation of this policy.
- Ensuring that the school adopts a tolerant and open-minded policy towards difference.
- Ensuring the school is inclusive.
- Analysing any bullying data to establish patterns and reviewing this policy in light of these.

#### **The Head teacher is responsible for:**

- Reviewing and amending this policy, accounting for new legislation and government guidance and using staff experience of dealing with bullying incidents in previous years to improve procedures.
- Keeping a Bullying Report Form of all reported incidents, including which type of bullying has occurred, to allow for proper analysis of the data collected.
- Analysing the data in the bullying record at termly intervals to identify trends, so that appropriate measures to tackle them can be implemented.
- Arranging appropriate training for staff members.
- Have the legal power to make sure pupils behave outside of school premises. This includes bullying that happens anywhere off the school premises, for example on public transport or in a town centre. School staff can also choose to report bullying to the police or local council.

**Teachers and support staff are responsible for:**

- Being alert to social dynamics in their class.
- Being available for pupils who wish to report bullying.
- Providing follow-up support after bullying incidents.
- Being alert to possible bullying situations, particularly exclusion from friendship groups, and that they inform team leaders of such observations.
- Refraining from gender stereotyping when dealing with bullying.
- Understanding the composition of pupil groups, showing sensitivity to those who have been the victims of bullying.
- Reporting any instances of bullying once they have been approached by a pupil for support.

**Parents are responsible for:**

- Informing their child's teacher if they have any concerns that their child is the victim of bullying or involving in bullying in anyway.
- Being watchful of their child's behaviour, attitude and characteristics and informing the relevant staff members of any changes.

**Pupils are responsible for:**

- Informing a member of staff if they witness bullying or are a victim of bullying.
- Not making counter-threats if they are victims of bullying.
- Walking away from dangerous situations and avoiding involving other pupils in incidents.
- Keeping evidence of cyber bullying and informing a member of staff should they fall victim to cyber bullying.

**Prevention**

- All reported or investigated instances of bullying will be investigated by a member of staff.
- Staff will encourage pupil cooperation and interpersonal skills using group and pair work.
- All types of bullying will be discussed as part of the curriculum.
- The school will ensure that pupils are taught about safeguarding, including online safety, as part of a broad and balanced curriculum in PSHE and RHSE lessons. Such content will be age and stage of development specific, and tackle issues such as the following:
  - Healthy relationships
  - Respectful behaviour
  - Gender roles, stereotyping and equality
  - Body confidence and self-esteem
  - Prejudiced behaviour
  - that sexual violence and sexual harassment is always wrong
  - addressing cultures of sexual harassment
- Diversity, difference and respect for others is promoted and celebrated through various lessons.
- Seating plans will be organised and altered in a way that prevents instances of bullying.
- Potential victims of bullying are placed in working groups with other pupils who do not abuse or take advantage of others.
- Opportunities to extend friendship groups and interactive skills are provided through participation in special events, for example, drama productions, sporting activities and cultural groups.
- All members of the school are made aware of this policy and their responsibilities in relation to it.
- All staff members receive training on identifying and dealing with the different types of bullying.

- Pupils deemed vulnerable will meet with their teacher regularly to ensure any problems can be actioned quickly.
- Teachers will also offer an 'open door' policy allowing pupils to discuss any bullying, whether they are victims or have witnessed an incident.
- The school will be alert to, and address, any mental health and wellbeing issues amongst pupils, as these can be a cause of bullying behaviour.
- The school will ensure potential perpetrators are given support as required, so their educational, emotional and social development isn't negatively influenced by outside factors, e.g. mental health issues.

### **Dealing with bullying**

The school has a Behaviour Policy to ensure appropriate behaviour around the school.

When a behaviour incident occurs the children involved follow procedures outlined in the behaviour policy.

If it is then thought that the incident could be bullying, the incident should be reported to a member of the senior management team. If staff are in any doubt, they will speak to the DSL. If the member of SMT considers that the incident concerned is bullying, then the following procedures will be followed:

1. All those involved should be interviewed separately by that member of the senior management team.

#### **a) Interview with the victim**

This should focus on the feelings of the victim and reassure them that they have sought the right support by informing a member of staff. The incident should then be discussed and a record kept on Integris and My Concern as appropriate. The victim should be informed that the others involved will also be interviewed and that if necessary further action taken.

#### **b) Interview with the bully**

This should focus on the feelings of the victim in an attempt to help the bully understand the effects of their actions. The meeting should also give the bully an opportunity to explain possible reasons for their behaviour. At this stage a decision about whether to inform parents will be made.

2. The member of staff should record their discussions with both parties on Integris
3. Racial and homophobic incidents are recorded on Integris.
4. The parents of the victim and the bully will be contacted and invited to discuss what has occurred.
5. As far as possible, the strategies and/or actions put in place will focus on positive reinforcement for appropriate change of behaviour. It will also focus on the child understanding the consequences of his/her actions as inappropriate, detrimental and hurtful to others. This may mean a sanction.
6. The behaviour of the pupils involved will be monitored.
7. If another incident occurs with the same child or group of children the same procedure as above for collecting evidence will be followed. The bully will go directly to stage 6 on the behaviour step chart. The Parents will meet with the Head Teacher. This may result in a fixed term exclusion.

### **Bullying outside of school**

- The head teacher has a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives the head teacher the power to regulate pupils' conduct when they are not on school premises, and therefore, not under the lawful charge of a school staff member.
- Teachers have the power to discipline pupils for misbehaving outside of the school premises. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport or outside in the local shops.
- Where bullying outside school is reported to school staff, it is investigated and acted on. In all cases of misbehaviour or bullying, members of staff can only discipline the pupil on school premises, or elsewhere when the pupil is under the lawful control of the member of staff, e.g. on a school trip.

### **Conclusion**

The school should be a happy and safe working environment for both staff and children. The ethos of a mutually caring environment will be promoted through both our Anti-bullying and other equalities policies as well as through the delivery of our curriculum.

### **Monitoring and review**

This policy is reviewed every two years

The scheduled review date for this policy is March 2023