

John Perry Primary School



Anti-Bullying Policy

Approved by: School Governing Body

Date: 6th September 2019

Last reviewed on: September 2019

Next review due by: September 2020



JOHN PERRY PRIMARY SCHOOL

Anti-Bullying Policy

Bullying Aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms.

Rationale

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Definition

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Punching, kicking, biting, hitting, punching or any use of violence
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing

Cyber bullying	<p>All areas of internet, such as email and internet chat, including social media like Twitter or Facebook misuse</p> <p>Mobile threats by text messaging and calls</p> <p>Misuse of associated technology, i.e. camera and video facilities, I-pads, games consoles</p>
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Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community. When bullying takes place outside the school and outside school hours, the Headteacher does not have the power to intervene to such an extent as it is reasonable to regulate the behaviour of pupils when they are off the school site.

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To encourage pupils/parents/carers and staff to follow the school 'Moral Compass' and follow the whole school awareness of our values. As per staff training and pupil/parents/carers assemblies and newsletters.
- To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social development.
- To show commitment to overcoming bullying by practising zero tolerance.
- To inform pupils and parents of the school's expectations and also to foster a productive partnership, which helps maintain a bully-free environment.

- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Procedures

The following steps may be taken when dealing with incidents:

Pupils who have been bullied will be supported by:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Deputy Head teacher
- The Deputy Head teacher will interview all concerned and will record the incident.
- Class teachers will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the John Perry Code of Conduct.
- Offering an opportunity to discuss the experience with a member of staff they feel comfortable to talk with, at the earliest possible convenient opportunity
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have been bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Staff Responsibilities

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible.
- To take appropriate action.
- To record and inform parents of bullying incidents.
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying.
- To foster by example the values we as a school believe in.
- To promote the use of interventions which are least intrusive and most effective.
- To record incidents of bullying or prejudice related incidents on the school Information Management System.
- To retain records for monitoring purposes.
- To monitor, evaluate and review.

Prejudice-related incidents includes: An incident of transphobic abuse or homophobic graffiti. The school follows the guidance from the Equality Act 2010.

The Act outlines 4 prohibited behaviours:

- Direct discrimination
- Indirect discrimination
- Harassment
- Victimisation

And protects people from the above based on the protected characteristics of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race and ethnicity
- Religion or belief
- Sexual orientation
- Sex

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Date: September 2019
Review Date: September 2020