



Anti-Bullying Policy

2023-2024

Committee Responsible	FGB
Member of School Staff Responsible	Miss Z Loosemore
Review Frequency	Annually
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Next Review Due	January 2024

Hiltingbury Junior School Anti-Bullying Policy

Rationale

At Hiltingbury Junior School, we are committed to creating a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Children at our school are encouraged to be kind and respectful to each other at all times. This philosophy is embodied in our school ethos, school community values and our behaviour policy. Staff encourage children to treat each other with respect, and they model this behaviour towards one another and with children.

All children at our school have the right to be safe and happy, both in class and in the playground. We take bullying and its impact seriously, and pupils and parents should be assured that known incidents of bullying will be consistently challenged.

This policy has been read and contributed to by our children, through the School Council.

Objectives of our Policy

- All governors, staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what our school policy is on bullying, and follow it consistently if an incident of bullying is reported.
- All parents should have access to the school's policy on how it deals with bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported if an incident of bullying is reported.

What is bullying?

There is no legal definition of bullying. The DfE define it as 'behaviour that is repeated and intended to hurt someone physically or emotionally'.

The pupils in our school understand and explain bullying as '*hurtful behaviour caused by one children or a group of children to others, which is repeated over time. Bullying includes actions such as making threats, spreading rumours, attacking someone physically or verbally, and excluding someone from a group on purpose.*'

Bullying can take many forms and can include repeated incidences of:

Emotional	e.g. being unfriendly, excluding, tormenting, encouraging others to do so;
Physical	e.g. pushing, kicking, biting, hitting, punching, pinching or any use of violence
Racial	e.g. racial taunts, graffiti, gestures, exclusions of individuals or groups because of race, ethnicity or colour
Sexual	e.g. unwanted physical contact or sexually abusive comments, including sexual harassment
Homophobic	e.g. unwanted behaviours focusing on the issue of sexuality
Direct or Indirect Verbal	e.g. name calling, sarcasm, spreading rumours, making unwanted/upsetting comments, teasing
Cyber bullying	e.g. email, social media misuse, threats or unkind comments by text messaging or calls. Misuse of associated technology i.e. videos, games consoles etc

Bullying may be related to:

- Race
- Gender/sexual orientation/sexism
- Religion
- Colour
- Social groupings
- Appearance or health condition
- SEN or disability
- Home circumstances e.g. wealth, poverty, home make-up

Anyone can be the victim of bullying and all staff are aware of their duty to safeguard pupils' social, emotional and mental wellbeing. Staff are also additionally aware of the needs of particularly vulnerable groups, including, but not limited to, children with disabilities, children who identify as LGBTQ+ and children who are socially-isolated.

Our School Approach

Hiltingbury Junior School is fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

- A positive school culture and climate which is welcoming of difference and diversity, based on inclusivity and promoting respectful relationships;
- A shared whole-school understanding of what bullying is and its impact;
- A curriculum which builds empathy, respect and resilience, and explicitly address the issues of cyber-bullying and identity-based bullying (including, but not limited to homophobic and transphobic bullying);
- Consistent recording, investigation and follow up of bullying behaviour;
- Active reliance on pupil voice (through our School Council, Wellbeing Ambassadors and Cyber Ambassadors) to tackle issues, such as bullying, before any such incidents arise.

At our school, children are always encouraged to speak to someone about their worries, and are advised that they should tell someone at home, their teacher, a membership of the senior leadership team or another trusted adult in the school. Children also have the opportunity of sharing concerns through the 'Listening boxes' that can be found in every classroom.

We work hard to prevent children bullying others and place great importance on supporting our pupils to develop socially and emotionally, as well as academically. Addressing inappropriate behaviour can be an important intervention that helps prevent problematic or bullying behaviour in the future. As and when appropriate, our actions to do this will include:

- Support and promotion of an annual Anti-Bullying week;
- Themed days/assemblies centred on fostering our pupils' knowledge of, and demonstration of, our community values;
- Opportunities through our RE, computing, e-safety and PDL curriculums to promote positive attitudes towards difference and support our children developing healthy relationships;
- Use of whole school, class and themed assemblies;
- Use of Listening Boxes in classrooms;
- Careful tracking of behaviour incidents to support the swift identification of any patterns;
- Working with parents and the wider community to help prevent issues. For example, bringing to their attention the possible implications of the use of social-networking sites and

use of mobile phones, and the communication of key messages through parent mails, letters and our Hiltingbury Highlights newsletter.

Actions if bullying is suspected

Bullying will not be tolerated at Hiltingbury Junior School and allegations of bullying are taken very seriously and always investigated thoroughly.

If bullying is suspected or reported, the following actions will be taken promptly and firmly:

- Class teacher and members of the Senior Leadership are informed (where appropriate all staff will be informed to ensure extra vigilance at all times, including on the playground);
- Full investigation of any incident, including discussions with everyone involved;
- Recording of any incidence, or suspected incidence of bullying, any investigation or outcomes through our internal CPOMS system;
- Supporting pupils involved to make genuine apologies, based on developing an understanding of any wrong-doing;
- Following the steps in our school behaviour policy to impose any sanctions or consequences;
- Parents of all children concerned are informed, where necessary;
- Rigorous monitoring in year teams and amongst the Senior Leadership team to ensure no repeated incidences;
- Offering support, help and, where appropriate, ELSA support to the children involved.
- Ensure action is taken to prevent further incidents, such as working with small groups or classes to positively tackle issues, including providing support to facilitate friendships, organise games on the playground or use of role play and drama to develop understanding.
- Involvement of external agencies, such as CAMHS or the Primary Outreach Support (Behaviour) Team where appropriate.

In determining whether an incident constitutes harassment or bullying, the context in which the incident occurs will be considered carefully.

Workplace Bullying

As made aware by the Department for Education (2014), it is equally important that schools view bullying amongst adults, as well as pupils, as unacceptable. In relation to social media, employees at Hiltingbury Junior School should not be exposed to derogatory comments posted about them on social media sites by parents, children, colleagues or other adults. Our school is committed to providing a safe and comfortable workplace for all of its employees, and does not tolerate inappropriate or abusive behaviour in any form.

Monitoring and evaluating the success of the policy

The policy will be monitored and evaluated by:

- PDL Leader, alongside all staff
- Senior Leadership Team
- Schools governors

The policy and/or procedures will, where necessary, be revised in light of these evaluations.

Our Anti-Bullying policy should be read in conjunction with all other policies, in particular Equal Opportunities, Safeguarding and Behaviour.