

Hiltingbury Junior School

Anti-bullying Policy

Reviewed: September 2021

Next review: Autumn 2021



INTRODUCTION

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Hiltingbury Junior School, 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 free from oppression and abuse. Bullying is an anti-social behaviour and affects everyone, not just the bullies and the victims¹. It also affects other children who are in the vicinity, and less aggressive/assertive pupils can be drawn in by group pressure.

Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour.

All types of bullying are unacceptable at our school and will not be tolerated. All pupils should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school. We are a 'Telling' school. This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

AIMS

- To value, respect and care for each and every individual within the school
- To identify that which is appropriate and inappropriate behaviour
- To reduce the incidence of bullying through the organisation, curriculum and management of the school
- To act quickly and efficiently to stop any incidence of bullying
- To promote the school's community values: respect, kindness, honesty, equality and resilience.

¹ Hampshire Children's Trust Anti-bullying Policy

WHY IS AN ANTI BULLYING POLICY NECESSARY?

Hiltingbury Junior School recognises the very serious nature of bullying and the negative impact that it can have on the lives of pupils and is therefore fully committed to the following key principles of best practice in preventing and tackling bullying behaviour:

- A positive school culture and climate which-
 - o is welcoming of difference and diversity and is based on inclusivity;
 - o encourages pupils to disclose and discuss incidents of bullying behaviour in a non-threatening environment; and
 - o promotes respectful relationships across the school community;
- Effective leadership;
- A school-wide approach;
- A shared understanding of what bullying is and its impact;
- Implementation of education and prevention strategies (including awareness raising measures) that-
 - o build empathy, respect and resilience in pupils; and
 - o explicitly address the issues of cyber-bullying and identity-based bullying including in particular, homophobic and transphobic bullying.
- Effective supervision and monitoring of pupils;
- Support for staff;
- Consistent recording, investigation and follow up of bullying behaviour (including use of established intervention strategies); and
- On-going evaluation of the effectiveness of the anti-bullying policy.

It is important therefore that the school has a clear written policy to promote this belief, where both pupils and parents/carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

We believe that every child has the right:

- not to have to fight
- not to be made fun of
- not to be scared generally
- not to be scared of children or staff
- not to be scared to come to school
- to feel safe
- to have friends of their own choice
- not be subjected to any forms of violence or intimidation
- to expect all people to be kind and considerate towards them

WHAT IS BULLYING?

The antibullying policy is based upon the principles stated in the behaviour policy. However, as there is no legal definition of bullying, it is first necessary to define this so as not to confuse it with other forms of anti-social behaviour.

Hiltingbury Junior School defines bullying as:

“An individual or group of people who are disrespectful and unkind with their words or actions, regularly and repetitively. Bullying can happen anywhere. The person who bullies intends to make someone feel negatively about themselves physically or emotionally.”

Bullying is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

Bullying can include repeated incidents of:

▪ **PHYSICAL**

A child can be physically punched, kicked, hit, spat at or any form of violence
Physical violence can also be sexual violence or harassment

▪ **VERBAL**

Verbal abuse can take the form of name calling and extreme, persistent teasing. It may be directed towards gender, ethnic origin, physical/social disability, insulting, making offensive remarks, sarcasm, teasing, racist or homophobic remarks, or personality etc.

▪ **NOT BEING INCLUDED**

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends

▪ **INDIRECT**

This could be spreading rumours, exclusion from social groups, hiding belongings, graffiti etc.

▪ **DAMAGE TO PROPERTY OR THEFT**

Pupils may have their property damaged or stolen. Physical threats, though rare may be used by the child who has bullied in order that the pupil hands over property to them

▪ **CYBER-BULLYING**

Cyber-bullying is an intentional act carried out by a group or individual using electronic forms of contact repeatedly over time, for example via text message, email or via instant messaging.

Some forms of bullying are illegal and should be reported to the police². These include:

- violence or assault
- theft
- repeated harassment or intimidation, e.g. name calling, threats and abusive phone calls, emails or text messages
- hate crimes
- peer on peer sexual abuse and harassment

Isolated or once-off incidents of intentional negative behaviour, including a once-off offensive or hurtful text message or other private messaging, do not fall within the definition of bullying and should be dealt with, as appropriate, in accordance with our behaviour policy.

Behaviours that are not deemed to be bullying include³:

- Bullying behaviour is not teasing between friends without the intention to cause hurt.
- Falling out between friends after a quarrel or disagreement (though in some cases this may lead to bullying).
- It does not include activities that all parties have consented to and enjoy.

AS A CHILD WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

- Remember that your silence is their greatest weapon!
- Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a child who has bullied thrives on someone's fear. Stay with a group of friends/people. There is safety in numbers.
- Be assertive Ask the child who has bullied to stop. Walk confidently away. Go straight to a teacher or member of staff.
- Do not fight back. Fighting back may make things worse and is discouraged.

² <https://www.gov.uk/bullying-at-school/the-law>

³ 'tackling bullying in schools' – anti bullying alliance 2011

- Generally it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take your complaint seriously and will deal with bullies in a way that will end the bullying and will not make things worse for you.

IF YOU KNOW SOMEONE IS BEING BULLIED

- We are a ‘Telling’ school. This means that anyone who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately. Watching and doing nothing looks as if you are on the side of the child who has bullied. It makes the person who has been bullied feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the child who has bullied without getting you into trouble.
- Do not be, or pretend to be, friends with a child who has bullied.

AS A PARENT:

- Look for unusual behaviour in your children. Examples of signs and symptoms are listed below but are not exhaustive.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a child in receipt of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the School policy concerning bullying, and that they will not be afraid to ask for help.

WHAT WE DO AS A SCHOOL?

If bullying is suspected we will talk to the child who is being bullied, the child who is bullying and any witnesses. If any degree of bullying is identified, the following action will be taken:

- Record any incidence, or suspected incidence of bullying within either behavior logs or additionally, as required.
- Organise the community in order to minimise opportunities for bullying, e.g.

provide increased supervision at problem times.

- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme, Thoughtful Times and through our Assembly program
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Regularly review the School Policy and its degree of success.
- The School Staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a discussion of what friendship really is.
- Encourage pupils to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our School

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED.

Help, support and counselling will be given as is appropriate to both the child who has been bullied and the child who has bullied:

We will support the child who has been bullied in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose.
- by informing their parents/guardians.
- by offering continued support when they feel they need it.
- in extreme cases and if appropriate/necessary arrange for them to be escorted to and from the School premises.
- by taking one or more of the seven disciplinary steps described below to prevent more bullying.

We will also discipline, yet try to help the child who has bullied in the following ways:

- by talking about what happened, to discover why they became involved. Informing their parents/guardians.
- By offering support and educating where needed
- by continuing to work with them in order to get rid of prejudiced attitudes as far as possible.
- by taking one or more of the seven disciplinary steps described below to prevent more bullying.

DISCIPLINARY STEPS:

- They will be warned officially to stop offending and we will inform the child who has bullied parents/guardians/carers.
- In extreme cases, they may be excluded from the school playground at break and/or lunch times and we may arrange for them to be escorted to and from the playground.
- If they do not stop bullying they will be suspended 'in house' for a minor fixed period (one or two days).
- If they then carry on they will be recommended for exclusion for a fixed period (up to five days).
- If they will not end such behaviour, discussions will take place and they may be recommended for permanent exclusion.

Discipline and support the child who has bullied

Support the child who has been bullied

Suspected
incident of
bullying occurs

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Refer to Designated Safeguard Lead
Zoe Loosemore,
Vikki Batten, Charlotte Hartley (deputy)

ACTION PLAN

Should a case of alleged bullying occur, the headteacher or deputy head will be informed immediately and a thorough investigation will take place. This will be to establish the facts and to decide if actual bullying has taken place. If not, the incident will be dealt with according to our normal behaviour policy.

If what has happened proves to be actual bullying, we will speak to the child who has bullied and listen to them in order to provide the best support. Steps will then be put into place to ensure the behaviour does not continue. Parents of the child who has bullied will also be informed and invited to come into school to discuss the situation.

The headteacher or a senior member of staff will make it clear to them that bullying will not be tolerated and that any further incidents could result in the seven disciplinary steps being taken and ultimately in exclusion. The child in question will then be carefully monitored for a period of time and a review meeting with his/ her parents will be arranged at the end of it.

The subject of bullying will be frequently discussed in the course of normal school activities but particularly in PSHE work, school assemblies and Religious Education. If a bullying incident affects a particular class of children the class teacher will overtly ensure that some antibullying work is undertaken.

With a clear and consistent whole school approach, where good behaviour and respect are championed, it is hoped that bullying will be kept to a minimum. If however incidents do occur the clear guidelines that the school will follow will enable children to feel fully supported and ultimately result in a happy resolution.

COMPLAINTS

We encourage parents to approach staff with any concerns they may have, and aim to resolve all issues with open dialogue and mutual understanding. We will take your concerns seriously and make every effort to resolve the matter as quickly as possible.

If you wish to make a complaint about the way in which the school has dealt with an incident of bullying then please refer to our '*Complaints Policy*' which outlines the steps to take.

EXTERNAL SUPPORT

- <http://www3.hants.gov.uk/childrens-services/childrenandyoungpeople/bullying/bullying-professionals.htm> - Hampshire's Anti-bullying policy
- <http://www.anti-bullyingalliance.org.uk/> - Anti-bullying alliance
- <https://www.gov.uk/government/publications/preventing-and-tackling-bullying> - Preventing bullying
- http://www.unicef.org.uk/Documents/Publication-pdfs/UNCRC_summary.pdf - Rights of a child
- <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/research-and-resources/> - bullying and cyber-bullying
- http://www3.hants.gov.uk/bystanders_and_bullying.pdf - Bystanders and bullying
- <http://www3.hants.gov.uk/bullyingmap.pdf> - Bullying map
- <http://www3.hants.gov.uk/bullying-yp> - Hampshire advice on bullying

DISSEMINATION OF THE POLICY

This policy shall be made available via the school website:

<http://www.hiltingbury-jun.hants.sch.uk/information/policies-forms/>
and in writing upon request.

Approved by the governing body: **September 2021**

For review: **Autumn term 2021**