

## Hasland Junior School Anti Bullying Policy

### Rationale

Everyone at Hasland Junior School has the right to learn in a welcoming, secure and happy environment. This enables children to achieve to their maximum potential. Bullying is anti-social behaviour which is unacceptable and will not be tolerated. All members of the school community are committed to preventing, tackling and addressing all forms of Bullying. The aim of this policy is to ensure that this is conducted in a fair and consistent manner. Joanne Hutchinson (SLT) and Evert Van Gerneran (Governing Body) are responsible for its implementation in school.

### Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time. This can take the form of either physical or emotional ridicule, indirect action such as spreading unpleasant stories about someone or cyber-bullying (ie: via text messages or social networking).

The school works hard to ensure that all pupils and parents know the difference between bullying and simply "falling out".

### Statutory duty of schools

Headteachers have a legal duty under the Schools Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils (see appendix 1).

### Implementation Restorative Practise

We will use the curriculum to reinforce the ethos of the school and help pupils to develop strategies to celebrate diversity, friendships and collaborative working, alongside methods to combat bullying-type behaviour.

### Dealing with incidents

We will be vigilant for signs of bullying and always take reports of incidents seriously. Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. There is a provision for school members to report incidents anonymously through classroom worry boxes.

The following steps may be taken when dealing with incidents:

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 headteacher. The headteacher will interview all concerned and will record the incident. Class teachers and head of year band will be kept informed ☐ Parents will be kept informed. Punitive measures will be used as appropriate and in consultation with all parties concerned. Bullying of a racist nature will be recorded and DCC will be informed in line with their racism monitoring policy

Pupils who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with a member of staff of their choice. Reassuring the pupil. Offering continuous support ☐ Using circle time and role play to restore self esteem and confidence. Monitoring, which will be reported to parents. Pupils may be assigned a one

to one pastoral TA, buddy or peer mediator. Outside agency support e.g. family resource worker, anti social behaviour coordinator or the police

Pupils who have demonstrated bullying behaviour 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 behaviour of the pupil. Support and monitoring from pastoral TA. The following disciplinary steps will be taken: Official warnings to cease offending Exclusion from certain areas of school premises Minor fixed – term exclusion, Major fixed- term exclusion , Permanent exclusion

### **Parental Involvement**

The parents of children demonstrating bullying behaviour and their victims will be informed of an incident, the action that has taken place and asked to support strategies proposed to tackle the incident. The children will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school).

Parents are reminded through letters and newsletters to inform their children that they must tell someone should they ever be bullied. We believe it is essential to regularly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we have and will call on outside resources such as the Behaviour Support Service, Education Social Worker, to support our action. This policy is seen as an integral part of our Behaviour and Discipline Policy.

### **Monitoring, evaluation and review**

To assess its implementation and effectiveness of this policy, the school conducts an annual pupil survey with the children. The primary focus here is to gain insight in to incidents of bullying, possible hot spots and the children"s understanding of what constitutes bullying behaviour. In addition the SLT and Governing body review the policy and incidents. With the outcomes of this in mind, we will review the curriculum and this policy annually.

Joanne Hutchinson March 2017