Shelton Junior School

Together, we learn, trust & succeed.

Anti Bullying Policy

Headteacher Approval	Governor Approval	Shelton Junior School
(signature) **Name:** Mr Jon Bacon **Date:** 24/03/2022	***DELEGATED TO HEADTEACHER***	*Anti Bullying Policy*
		Last Reviewed: March 2022 Review date: March 2023

Policy review dates and changes

Date	By whom	Summary of changes made

Contents

Last Reviewed: March 2022

Review date: March 2023

Scope

This policy applies to all stakeholders involved with Shelton Junior School.

Principles

Shelton Junior School (The School) values the dignity of every individual member of staff and will apply this policy fairly and consistently in line with its core values of TRUST, LEARN and SUCCEED. We will explore reasonable adjustments in applying this procedure to employees with a disability.

The School is committed to providing a caring, supportive and safe environment for all of our pupils and staff. We believe that everyone has the right to work and learn in an atmosphere that is free from fear and that all of us have a responsibility to ensure that we do not abuse or bully others. Furthermore, we all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

We aim to give all students the opportunity to learn in a school where every child can reach their full potential so that they are ready for the next step in their education.

This policy links to a number of key policies including:

- Safeguarding Policy
- Behaviour Policy
- Child Protection Policy
- Equality Policy and Objectives
- Acceptable Use Policy
- E-Safety Policy

Equality

The School is committed to:

- Eliminate discrimination and other conduct that is prohibited by the Equality Act 2010
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it
- Foster good relations across all characteristics – between people who share a protected characteristic and people who do not share it

For further information please see the school's Equality Information and Objectives.

Purpose

- To create a positive ethos for all members of the school community, in which attending school is a positive experience.
- To make it clear that all forms of bullying are unacceptable.

- To enable everyone to feel safe while at school and encourage pupils to report incidents of bullying.
- React to incidents of bullying in a reasonable, proportionate and consistent way.
- To support and protect the victims of bullying and ensure that they are listened to.
- Apply appropriate disciplinary sanctions to the pupil causing the bullying.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change. Some pupils may have been excluded from school because of bullying behaviour and their needs should be recognised and addressed.
- To liaise with other appropriate members of the school community.
- To ensure that all members of the school community feel responsible for combating bullying.
- To ensure consistency in practice within the school community.

Bullying Definitions

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- Repeated.
- Intended to hurt someone either physically or emotionally.
- Often aimed at certain groups, for example because of race, religion, gender or sexual orientation.

It takes many forms and can include:

- Physical assault.
- Teasing.
- Making threats.
- Name-calling.
- Cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messaging).

Some forms of bullying are illegal and should be reported to the police.

These include:

- Violence or assault.
- Theft.
- Repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages.
- Hate crimes.
- Grooming.

Specific Examples of Bullying

Racist Bullying – an incident that is perceived to be racist by the victim or any other person. This can be in the form of:

- Verbal abuse, name calling, racist jokes, offensive mimicry.
- Physical threats or attacks.
- Wearing of provocative badges, insignia or clothing.
- Possession of racist leaflets, comics or magazines.
- Inciting others to behave in a racist way.
- Racist graffiti or other written insults, even against food, music, dress or customs.
- Refusing to cooperate in work or play.

Sexual Bullying – this is generally characterised by:

- Abusive name-calling.
- Looks and comments about appearance, attractiveness, emerging puberty etc.
- Inappropriate and uninvited touching.
- Sexual innuendos and propositions often with a double meaning.
- Pornographic material, graffiti with a sexual content.
- In its most extreme form, sexual assault.
- Consistent and targeted controlling behaviours.

Sexual Orientation – this can happen even if a young person is not gay, lesbian, trans or bisexual. Just being different or being singled out as a target can be enough:

- Use of homophobic language.
- Looks and comments about sexual orientation or appearance.

SEN or Disability – Many pupils have special educational needs related to their behaviour or learning difficulties and sometimes both. These pupils are often at greater risk of bullying. This can be characterised by:

- Name-calling.
- Comments on appearance.
- Comments with regard to perceived ability and achievement.

Cyber Bullying – this can be characterised as all forms of bullying using electronic means e.g.:

- Text bullying – can involve pupils receiving threatening or disturbing messages from possibly anonymous callers. It can often involve more than one person and is difficult to trace.
- Social network bullying (sometimes referred to as trolling) – e.g. Facebook, Instagram, Snapchat and Twitter. Whilst in the past this has usually been considered to be something that happens out of school, although its effects can be felt in school, it is now increasingly being brought into school as students have smartphones which give them access to the internet at all times.
- Online Gaming – Many pupils have access to online gaming platforms, which allow users to communicate whilst playing for example: Discord. Some forms of online gaming

cyberbullying could include abusive messages, excluding from games, stealing online items or hacking personal accounts.

- Fake profiles (sometimes called catfishing) – these are fake profiles set up with the purpose of deceiving, abusing a person or luring them into a personal relationship.
- Sexting - Sharing a sexual message and/or a naked or semi-naked image, video or text message with another person. This can lead to the images being shared with a wider audience.
- Grooming - This is when someone builds a relationship, trust and emotional connection with a child or young person so they can manipulate, exploit and abuse them. Young people who are groomed can be sexually abused, exploited or trafficked.

Whole School Approach for Bullying Incidents

A whole school approach is adopted through:

- The curriculum, in particularly RSE, PSHCE, No Outsiders programme and Themed Curriculum.
- Phase Leads (UKS2 and LKS2)/Pastoral Lead/SLT.
- Additional Support referral
- Work with parents and students
- Support leaflets/posters in school
- Regular updates through ClassDojo to whole school community
- Co-operative group work
- Restorative Practices

Guidance for Dealing with Incidents of Bullying

- All staff will take responsibility for dealing with incidents which fall within the policy's definition of bullying and ensure that the victim is listened to and receives support. They should also ensure that the bully is informed of the unacceptability of their behaviour and that the incident is reported to their line Manager.
- Students will be encouraged to report incidents
- Students will be given positive reinforcement that they have done the right thing
- Immediate action will be taken to protect and support the victim
- An investigation of the incident(s) will be carried out and recorded on CPOMs
- An action plan will be put into place to prevent further incidents where appropriate
- Mediation where appropriate will be implemented
- Parents/carers informed in a supportive and sensitive manner
- Work will be undertaken with the bully/bullies, e.g work to support choosing appropriate friendship groups etc
- Where appropriate, work with parents or other agencies will be carried out.
- If appropriate, behaviour interventions will be implemented.
- Other students who have reported incidents of bullying will be supported and listened to
- Regular team meetings to inform, discuss and develop strategies with feedback to SLT

- Reporting of incidents to SLT on CPOMs.

Responsibilities

The governing board has overall responsibility for:

- The monitoring and implementation of this policy.
- Handling complaints outlined in the school's complaints policy.

The head teacher is responsible for:

- Establishing the standard of behaviour expected by all pupils.
- Determining the school rules and sanctions.
- Reporting on bullying incidents and the implementation of this policy to the governing board.
- Ensuring the anti-bullying policy is up to date.

The senior leadership team is responsible for:

- Establishing a whole school ethos of empathy and sympathy.
- Ensure the curriculum covers anti-bullying sufficiently so pupils know the forms and consequences of bullying.
- Ensure the curriculum covers cyber-bullying sufficiently so pupils know the forms and where they can go to for support.
- Delivering and organising any necessary training for staff to ensure they understand and implement the anti-bullying policy.
- Keep up to date on bullying related data from the school's behavioural analysis and plan appropriate interventions.

All staff are responsible for:

- Setting high expectations for positive behaviour.
- Adhering to the Teacher's Standards.
- Reporting all bullying incidents using CPOMs
- Constantly model high standards of behaviour and to have high expectations of all pupils.

Pupils are responsible for:

- Their own behaviour.

Parents and carers are responsible for:

- The behaviour of their children both in school and outside of school.
- Notifying the school of any factors which may affect the behaviour of their child.
- Supporting their child by attending regular reviews, open days and other meetings.

Appendix 1: Guidance for pupils

If you are being bullied;

- Remember it is not your fault
- Try to stay calm and look as confident as you can
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel

If you have been bullied:

- All bullying is wrong and you do not have to stay silent about it
- Tell an adult or somebody you trust about what has happened straight away. Adults in school have a responsibility to give you help and support around bullying
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you
- Keep on speaking until someone listens and does something to stop the bullying

When you are talking to an adult about bullying be clear about;

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened.
- What you have done about it already

If you experience bullying by mobile phone, text messages, on line gaming or e-mail;

- Don't retaliate or reply
- Save the evidence, do not delete anything
- Make sure you tell an adult who you trust
- Contact your service provider or look at their website to see where to report incidents
- Be careful who you give your mobile phone number or e-mail address to
- Make a note of exactly when a threatening message was sent.

Appendix 2: Guidance for parents/carers

If your child has been bullied:

- Calmly talk with your child about his/ her experiences
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened
- Reassure your child that he/ she has done the right thing to tell you about the bullying
- Explain to your child that should any further incidents occur he/she should report them to an adult in school immediately
- Make an appointment to see your child's class teacher
- Explain to the teacher the problems your child is experiencing

When talking with members of staff about bullying:

- Try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with the school and let them know if things improve as well as if problems continue

If you are not satisfied:

- Check with the school anti-bullying policy to see if agreed procedures are being followed
- Make an appointment to discuss the matter with the Head teacher and keep a record of the meeting
- If this does not help write to the Chair of Governors explaining your concerns and what you would like to see happening
- If you require any further support, then please contact the Local Authority

If your child is displaying bullying behaviour towards others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's class teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others
- Regularly check with your child how things are going at school

- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people

If your child is experiencing any form of cyber bullying:

- Ensure your child is careful whom they give their mobile phone number, e-mail address', or any social messaging address
- Ensure your child is careful about setting their social media profile and privacy settings and how they use social messaging sites. Seek advice if they need help
- Check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations. Do not delete messages
- If the bullying involves a pupil from school contact the school to report this.
- Contact the service provider to report the incidents
- If the cyberbullying is serious and a potential criminal offence has been committed, you should consider contacting the police