



Nevill Road Junior School Anti-bullying Policy

September 2013

Based on the Stockport Model Anti-Bullying Policy, issued September 2013

Aim:

At Nevill Road Junior School we are committed to working with children, staff, governors and parents/carers to create a school community where bullying is not tolerated. This is in accordance with the duties placed upon us by the Inspections Act (2006), Education Act (2002) and the Equality Act (2013).

We define bullying as:

‘Behaviour by an individual or a group, usually repeated over time, where an imbalance of power is used to intentionally hurt another either physically or emotionally.’

We believe that:

- All bullying is unacceptable irrespective of how it happens and/or what excuses are given in an attempt to justify it.
- We must investigate all incidents of bullying and take action where necessary, supporting both the bully and the victim at all times.
- Children who bully must be held to account for their wrongdoing, but may need support to change their attitudes and behaviour.
- All inappropriate language that perpetuates attitudes underpinning bullying behaviour must be challenged at all times.
- Everyone in our school has a responsibility to respond promptly and effectively to all instances of bullying.
- We must communicate with parents/carers regarding any concerns about bullying and deal promptly with complaints.
- All our children must feel safe and be confident that any reported incidents will be dealt with effectively by all responsible adults.
- It is important to focus upon preventing bullying behaviours in school.

Methods of bullying:

Bullying can be:

- **Physical** – kicking, punching, spitting, any form of physical assault, damaging belongings, taking someone else’s property, or making people do something they don’t want to do.
- **Verbal** – name calling, mocking, taunting, spreading rumours, blackmail and threats.
- **Indirect / Emotional** – being unfriendly, exclusion, tormenting (e.g. hiding books), using threatening gestures / looks, making someone feel scared or uncomfortable.

- **Racist** – racial taunts, graffiti, gestures, name calling.
- **Sexual** – unwanted physical contact, comments of an unwelcome sexual nature, sexual assault, abusive images.
- **Homophobic** – because of, or focussing on, the issue of sexual orientation
- **Cyber** – harassment, alarm, distress or humiliation caused by use of internet and telephone technology e.g. texts, emails, websites.
- **Disablist** – bullying of children and young people with special educational needs and / or disabilities

Language that underpins any type of bullying behaviour as listed above must be challenged at all times.

We acknowledge that some acts of bullying will constitute a criminal offence and in these cases other organisations will need to be contacted e.g. the Police or Social Care

Possible indicators of bullying include:

We recognise that the following behaviours may suggest someone is being bullied. However we also recognise that the list is not exhaustive.

- disturbed sleep
- bed-wetting
- head and stomach aches
- problems with concentration,
- changes in behaviour and attitude
- truanting
- bullying other children
- damaged or missing clothes / money / property,
- asking for more money than usual or stealing money
- eating disorders
- self-harm or even for extreme cases potential suicide

We ask families to share any concerns with us as part of our duty of care for their child and we will share our concerns with them to support all our community as effectively as possible.

This may mean that we as a school may need to help a child become aware of the impact of their behaviour/ attitudes or language on others and work with them over time to change.

Bullying outside the school premises:

We take seriously issues from outside school which impact negatively on our pupils when they are in school and will work in partnership with families and other agencies where appropriate.

Our response to a bullying incident:

At our school children can report their concerns in a variety of ways:

- By speaking to an adult (teacher, teaching assistant, midday) about what is concerning them.
- By completing a Concerns sheet and placing it in one of the Concerns bags in school, stating which adult they would like to discuss the matter with. See Appendix 5.

Children are reminded of these mechanisms regularly in assemblies, on newsletters, through posters around school and during circle time sessions in class.

Parents/carers can raise their concerns with school:

- By speaking initially to the class teacher.
- By then speaking to the Deputy Head if the class teacher is unable to resolve the issue.
- By putting them in writing to the Head teacher if there are still unresolved issues.

We will ensure that anyone in our school who is involved in a bullying incident will:

- be held to account for their behaviour. Sanctions may include:
 - missing playtime(s);
 - missing lunchtime(s);
 - losing Golden Time;
 - not being allowed to participate in the activity which gave rise to the issue;
 - internal exclusion;
 - fixed term external exclusion.
- be encouraged to recognise the harm they have caused through restorative approaches i.e. listening to the effects their actions have had on the victim.
- be supported to take steps to repair the harm they have caused in a variety of ways e.g. by writing an apology to the victim; being involved in follow up sessions with the victim to ensure that the behaviour is not repeated.

If a child is a victim of bullying we will:

- listen to the child
- endeavour to ensure that they feel safe in school
- monitor the situation
- support them to overcome any consequences of the bullying

We will contact the parents/carers of all parties involved in a bullying incident

To prevent bullying in our school we will:

- Develop our wider curriculum to ensure :
 - All children are clear about the roles they can take in preventing bullying, including the role of bystanders.
 - A climate exists where bullying and violence are not tolerated.
- Develop peer support systems to prevent and respond to bullying.
- Promote safe play areas.
- Audit the site regularly to establish that children feel safe.
- Display Stockport's anti-bullying charter around school. See Appendix 1.
- Ensure that staff model positive relationships at all times.
- Train all staff to identify and address bullying.
- Make sure that children are aware of organisations outside school that they can turn to for support. See Appendix 4.

Recording and reporting:

We maintain a system of data collection and analysis in relation to any reported incidents of bullying in school. Termly feedback is made available for governors via the Headteacher's report.

All staff will use the agreed reporting format to alert the HT/designated SLT member of any bullying related incidents. See Appendix 5.

Monitoring and evaluation:

We will check through a range of pupil voice, circle work and other activities the experience our children have of our anti-bullying policy in relation to:

- Being heard
- Being able to report bullying and get help
- Being confident in the school's ability to deal with the bullying
- Being aware that steps are taken to help them feel safe again
- Being helped to rebuild confidence and resilience
- Being aware of how they can get support from others

We will use the Anti-bullying Checklist in Appendix 3 to support our school self-evaluation in respect of our anti-bullying work.

This overview, together with the data analysis, will be the starting point of the policy review and change in practice.

Ratification:

The governing body ratified this policy at their meeting on _____

This policy will be reviewed at least every two years after full consultation with children, parents, staff and governors.

Signed: _____ Head Teacher Date: _____

Signed: _____ Chair of Governors Date: _____

Links to other school policies:

This anti-bullying policy links to a range of policies including:

Equalities and diversity policy
Behaviour policy
Care and control policy
Healthy School statement
PHSE/Citizenship policy
Safeguarding policy
Responsible Use policy
School Development plan
Restorative Approaches strategy

Appendices

1. Stockport's Anti-bullying Charter
2. BSS Audit
3. Anti-bullying Checklist for schools
4. Organisations that can offer support
5. Forms used within school

An Anti-Bullying Charter for Stockport Schools

This charter is awarded to

'Bullying is behaviour by an individual or a group which is repeated over time, where an imbalance of power is used to intentionally hurt another either physically or emotionally.'

Our school community will:

- Work with staff, pupils and parents/carers to create a school community where bullying is not tolerated
- discuss, monitor and review our anti-bullying policy every two years
- keep a high profile in and around school to prevent bullying behaviours developing
- support staff to promote positive relationships and identify and tackle bullying appropriately
- investigate incidents of bullying and take action where necessary, supporting individuals at all times
- ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively so that pupils feel safe to learn and that pupils abide by the anti-bullying policy
- report back quickly to parents/carers regarding any concerns on bullying and deal promptly with complaints. Parents/carers in turn will work with the school to uphold the anti-bullying policy
- learn and share good practice and utilise the support of the Local Authority and other agencies where appropriate

Chair of Governors:

Headteacher:

Representative of pupils:

Date:

