Portway Junior School: Anti Bullying Policy

At Portway Junior School we aim to take a firm stand against bullying. Schools have a duty to teach those values, attitudes and skills which foster mutual respect and care in their children.

The purpose of this policy is to identify ways in which we aim to:
- reduce the likelihood of bullying incidents occurring
- respond to the needs of children who have been bullied and of those responsible for bullying
- Deal with incidents of bullying, should they occur.

We consider bullying to be any <u>repeated </u>physical or verbal act of aggression which is a wilful or considered desire to hurt, threaten, intimidate or frighten someone singled out, whether by an individual or by a group.
All children need to be supported within a safe environment where high standards of personal behaviour are expected in order for them to achieve their potential.
This policy will work in conjunction with the Behaviour Policy.

Prevention
We aim to:
- Provide a safe and calm learning environment where everyone feels valued
- encourage children to speak out about bullying
- specify those types of behaviour which are considered to be bullying and make it clear that they are unacceptable
- reward non-aggressive behaviour and sanction aggressive behaviour
- identify opportunities to promote, in a positive way, people from minority groups and avoid stereo-typing
- employ strategies to help new pupils feels at home
- provide guidance for parents and pupils, via the school website, to encourage positive and responsible use of technology, especially mobile phones and social media.
- Efficiently patrol the school at break and lunch times.

These aims will be achieved by a whole school approach of:
- Using the STOP acronym to help children understand what bullying means. STOP, in this case, stands for Several Times On Purpose and helps children to understand that bullying is something that happens over time and is not an isolated incident.
- regularly reminding children of the importance behaviour that is ready, respectful and safe, and everyone's responsibility to demonstrate this
- Encouraging communication in a variety of ways, through class sessions, circle times and in whole school and Year group assemblies. One to one support will provided when required.
- identifying opportunities for discussing issues surrounding bullying through areas where discussion arises, such as:
  drama/role play   *co-operative game playing*   *history topics*
  circle time   *R.E.*   *scheme of work for PSHE*
- reassuring new intakes and warning potential bullies that such behaviour is unacceptable in our school
- discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender or appearance relaed difference. As well as different family situations such as looked after children or those with caring responsibilities.
- Encouraging children to report incidents to all staff including MDSAs, TAs, teaching and non-teaching staff. This will be achieved by staff listening and responding to their anxieties
- Where appropriate, working with outside related agencies to make presentations in assemblies about effects of bullying and strategies for avoiding and managing any incidents that do occur.

All staff are expected to follow the following guidelines for dealing with bullying
- All pupils should be shown that bullying is taken seriously
- Members of staff should respond calmly and consistently
- A secure environment should be provided in which incidents can be reported. It should be made clear to children that there are incidences where confidentally cannot be promised. For further guidelines see the Confidentiality Policy
- The pupil who has been bullied should be made to feel safe
- All parties should be protected while the issues are being resolved
- The person who has done the bullying, and those who may have colluded, should be encouraged to behave in a more acceptable way in the future
- Intervention should be monitored and followed-up appropriately

- A dated record of events, incidents and actions taken should be noted on the CPOMS system, ensuring that the bullying category is selected and that the DSL team (which includes the Headteacher) is notified. This will ensure there is a clear record of any issues and that the number of incidents can be easily tracked via the CPOMS system.

If the investigation reveals that the incident is of a serious nature or that the bullying is persisting, class teachers are expected to
- offer the victim continued support which may include time with the ELSA or SENCo
- Report the behaviour to the DHT or HT.

The DHT or HT will then:
- seek to discuss the matter with the parents of the victim
- inform the parents of the bully, making clear that the nature of the bullying is unacceptable and making clear the consequences of any repetition of these actions
- keep a dated record of events recorded on CPOMS
- Arrange for both victim and bully to be closely monitored.

We expect staff to
- to model ready, respectful, safe behaviour
- be available, ready to listen and offer immediate support
- listen and ask who was involved
- ask the child how she or he is feeling
- respond in a non-aggressive way and provide a model of positive behaviour
- Report incidents via CPOMS, selecting the bullying category and tagging DSL, class teacher and other members of staff involved.
- make the unacceptable nature of the behaviour, and the consequences of any repeated behaviour, clear to the bully

Working with parents
Parents will:
- be encouraged to understand the school's behaviour management and anti-bullying policies
- be informed when bullying has taken place
- be involved in joint problem solving to minimise the likelihood of further bullying
- be given all necessary, relevant information about the incident(s)
- be given an opportunity to express their feelings

Working with children
Teaching about bullying:
- will be undertaken with classes or groups of children by the class teacher, ELSA or SENCo
- children will be actively encouraged to report incidents to any adult
- children will be encouraged to talk to a trusted adult
- children are expected to understand the school ethos and the type of behaviour that is expected and that which is unacceptable
- the children will be regularly reminded, through assemblies and the curriculum, and other formal and informal approaches such as circle times, of the importance of showing ready, respectful and safe behaviour to everyone
- the importance of ready, respectful and safe behaviour will be modelled by staff
- children will be spoken to respectfully
- all children will be noticed and valued
- all children will have access to rewards
- all children will be taught that effort is as important as achievement
- all children will be taught ways to stay safe when using the Internet in line with the Internet Access Policy, and also in relation to new and emerging technologies.

Review
The headteacher and SENCO will regularly monitor this policy in order to ensure that it is fully implemented.

Linked policies:
Behaviour Management
Child Protection
Single Equality Statement
PSHE
SMSC
Internet Access

Useful links and supporting Organisations and Guidance:
Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
Childline: www.childline.org.uk
Family Lives: www.familylives.org.uk
Kidscape: www.kidscape.org.uk
MindEd: www.minded.org.uk
NSPCC: www.nspcc.org.uk
The BIG Award: https://www.bullyinginterventiongroup.com/
PSHE Association: www.pshe-association.org.uk
Restorative Justice Council: www.restorativejustice.org.uk
The Diana Award: www.diana-award.org.uk
Victim Support: www.victimsupport.org.uk
Young Minds: www.youngminds.org.uk
Young Carers: www.youngcarers.net

SEND
Changing Faces: www.changingfaces.org.uk
Mencap: www.mencap.org.uk
Anti-bullying Alliance: Cyberbullying and Children and Young People with SEN and Disabilities: https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sen-disability
Anti-bullying Alliance: SEND Programme of Resources: https://www.anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/groups-more-likely-experience-bullying/sen-disability
Information, Advice and Support Service Network: https://councilfordisabledchildren.org.uk/resources-and-help
DfE: SEND Code of Practice: https://www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying
Childnet International: www.childnet.com
Digizen: www.digizen.org
Internet Watch Foundation: https://www.iwf.org.uk/
Internet Matters https://www.internetmatters.org/
Think U Know: www.thinkuknow.co.uk
UK Safer Internet Centre: www.saferinternet.org.uk
The UK Council for Child Internet Safety (UKCCIS): https://www.gov.uk/government/groups/uk-council-forchild-internet-safety-ukccis

Racism, Religion and Nationality
Anne Frank Trust: www.annefrank.org.uk
Kick it Out: www.kickitout.org
Report it: www.report-it.org.uk
Stop Hate: www.stophateuk.org
Tell Mama https://tellmamauk.org/
Educate Against Hate: http://educateagainsthate.com/
Show Racism the Red Card: www.srtrc.org/educational

LGBT
Barnados LGBT Hub: http://www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
Metro Charity https://www.metrocentreonline.org/
EACH: www.eachaction.org.uk
Proud Trust https://www.theproudtrust.org/
Schools Out: www.schools-out.org.uk
Stonewall: www.stonewall.org.uk

Sexual Harrassment and Sexual Bullying
Ending Violence Againt Woman and Girls (EVAW): https://www.endviolenceagainstwomen.org.uk/
Disrespect No Body: https://www.disrespectnobody.co.uk/
Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: https://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexualand-gender-related