

Bilton Church of England Junior School

Policy for: Anti- Bullying

Formed by: A Norton

Date of original formation: May 2014

Ratified by the Governing Body on: July 2014



Our Christian ethos is at the heart of Bilton C/E Junior School and its community, where we inspire each and all, to grow and flourish within a creative and supportive environment, embracing change and relishing new challenges.

We rejoice in our children as individuals and ensure each and every child is empowered to achieve their full potential through inspirational learning experiences and high aspirations for ourselves and others.

| Date reviewed | Page number of changes | Summary of changes made |
|---------------|------------------------|--|
| November 2015 | | Name change of headteacher |
| | 3 | 5.8 Children take part in an annual Anti Bullying week which highlights the importance that we place on us being a school that does not tolerate bullying of any kind. |
| | 3 | 7.3 Pupils have access to a worry box located outside of Mrs Hodgson's room where they can place notes for the attention of Mrs Hodgson. |
| | 3 | These exerts have been added in consultation with Yr6 children: 7.4 Pupils are encouraged to refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity and intervene to protect the pupil who is being bullied, unless it is unsafe to do so. |

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| | | 7.5 Pupils are encouraged to report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances. |
| | 3 | <p>In consultation with children in school during Anti Bullying week children came up with the following statement:</p> <p><u>We expect children at BJS to:</u></p> <ul style="list-style-type: none"> • Understand that bullying is repeated physical, emotional or verbal abuse. • Treat everybody how they would wish to be treated. • Take responsibility in preventing bullying by not turning a blind eye, even when friends are the perpetrators. Any incidents or suspicions should be reported to a member of staff to prevent further bullying. • Intervene where possible unless it will put themselves at risk, in which case an adult will be alerted immediately. |
| | 4 | <p><u>Anyone who becomes the target of bullies should:</u></p> <ul style="list-style-type: none"> • Not suffer in silence but have the courage to speak out, be it to an adult or to a lunchtime mentor. • They should not retaliate as two wrongs do not make a right. |
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Table of review and modifications



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Anti-Bullying Policy

1 Statement of Intent

1.1 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. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

1.2 It is a Government requirement that all schools have an anti-bullying policy. In 2003 Ofsted published Bullying: effective action in secondary schools. This was followed by DFES (now DCFS) guidance for schools under two headings: Don't Suffer in Silence and Bullying – A Charter for Action. This policy reflects this guidance.

1.3 DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to):

- Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
 - Physical-pushing, kicking, hitting, punching or any use of violence
 - Racist- racial taunts, graffiti, gestures
 - Sexual -unwanted physical contact or sexually abusive comments
 - Homophobic-because of, or focussing on the issue of sexuality
 - Verbal name-calling, sarcasm, spreading rumours, teasing
 - Cyber-All areas of internet ,such as email & internet chat room misuse
- Mobile threats by text messaging & calls

Misuse of associated technology , i.e. camera & video facilities

2 Aims and objectives

2.1 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.

2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

2.5

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.



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3 The role of governors

3.1 The governing body supports Mrs Norton in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

3.2 The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy. The governors require Mrs Norton to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

3.3 A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies Mrs Norton, and asks her to conduct an investigation into the case, and to report back to a representative of the governing body.

4 The role of the headteacher

4.1 It is the responsibility of Mrs Norton to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. Mrs Norton reports to the governing body about the effectiveness of the anti-bullying policy on request.

4.2 Mrs Norton ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Mrs Norton draws the attention of children to this fact at suitable moments. For example, if an incident occurs, Mrs Norton may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a punishment is necessary. (This would be done in general terms).

4.3 Mrs Norton ensures that all staff, including lunchtime staff, receive sufficient information to be equipped to identify and deal with all incidents of bullying.

4.4 Mrs Norton sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5 The role of the teacher and support staff

5.1 All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

5.2 Teachers deal with all incidents that happen in their class, and any that they come across in the school. If teachers witness an act of bullying, they will either investigate it themselves or refer it to Mrs Norton. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with Mrs Norton, the teacher informs the child's parents.

5.3 On the school system there is a log in which staff record all incidents of behaviour that could amount to bullying that occur both in and out of class. Any adult who witnesses an act of bullying should record it.

5.4 When any bullying is taking place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his /her action was wrong and that child is encouraged to make appropriate choices and change his/her behaviour in future. If a child is repeatedly involved in bullying other children, we inform Mrs Norton.. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, Mrs Norton may contact external support agencies.



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5.5 Staff attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

5.6 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Class discussion time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

5.7 Staff received training from Warwickshire Safeguarding Board on 'Taking Care' a Protective Behaviours Curriculum. This is now implemented across the whole school with specific lessons taking place during the Autumn term for all year groups. Pupils are taught about their right to feel safe and also given a number of strategies to support them in keeping safe.

5.8 Children take part in an annual Anti Bullying week which highlights the importance that we place on us being a school that does not tolerate bullying of any kind.

6 The role of parents/carers

6.1 Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact Mrs Norton. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school prospectus.

6.2 Parents/carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

6.3 Parents/carers are encouraged to support their child with the Protective Behaviours curriculum at home. The school will provide booklets for parents/carers to support their child with the 'Taking Care' programme.

7 The role of pupils

7.1 Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

7.2 Pupils are invited to tell us their views about a range of school issues, including bullying, via the School Council and in pupil questionnaires.

7.3 Pupils have access to a worry box located outside of Mrs Hodgson's room where they can place notes for the attention of Mrs Hodgson.

7.4 Pupils are encouraged to refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity and intervene to protect the pupil who is being bullied, unless it is unsafe to do so.

7.5 Pupils are encouraged to report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

In consultation with children in school during Anti Bullying week children came up with the following statement:

We expect children at BJS to:

- Understand that bullying is repeated physical, emotional or verbal abuse.
- Treat everybody how they would wish to be treated.
- Take responsibility in preventing bullying by not turning a blind eye, even when friends are the perpetrators. Any incidents or suspicions should be reported to a member of staff to prevent further bullying.
- Intervene where possible unless it will put themselves at risk, in which case an adult will be alerted immediately.



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Anyone who becomes the target of bullies should:

- Not suffer in silence but have the courage to speak out, be it to an adult or to a lunchtime mentor.
- They should not retaliate as two wrongs do not make a right.

8 Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

9 Monitoring and review

9.1 This policy is monitored on a regular basis by Mrs Norton, who reports to governors on request about the effectiveness of the policy.

9.2 This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, where incidents of bullying are recorded, and by discussion with Mrs Norton.

9.3 This policy will be reviewed on an annual basis.

Signed:

Date:



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HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 0808 800 5793

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk