



Anti-bullying Policy

Reviewed: March 2016

Review date: March 2019

Introduction

The Anti-Bullying Alliance describes bullying as: *“The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim.”* Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, sending offensive messages (including through websites and email), gossiping, excluding people from groups and spreading hurtful and untruthful rumours. Bullying can happen to anyone.

This policy covers all types of bullying including:

- Race, religion or culture
- Special educational needs
- Appearance or health conditions
- Sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

Jordans School is aware that it is possible that the bully may be an adult and will impose appropriate sanctions and if necessary follow safeguarding procedures where this is the case.

Aims and Objectives

Jordans School Anti- Bullying Policy outlines what we will do to prevent and tackle bullying.

Our anti-bullying policy aims to:

- Promote respect and tolerance for each other, including and engaging with everyone’s perception of bullying.
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.
- Clarify for children and staff what bullying is and that it is always unacceptable.
- Explain to staff, children and the whole school community why bullying and harassment occur and their impact on individuals and the school as a whole.
- To have in place an anti-bullying support system, that all staff and children understand and to apply the system consistently.

Our school community:

- Will discuss, monitor and review our anti-bullying policy on a regular basis.
- Will support staff to promote positive relationships and identify and tackle bullying appropriately.

- Will ensure that children are aware that all bullying concerns will be dealt with sensitively and effectively; that children feel safe to learn; and that children abide by the anti-bullying policy.
- Will report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Will seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.
- Will record cases of bullying in an incident book, stating what has happened and the action taken.

Preventing and responding to bullying

What we do to prevent bullying:

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide opportunities to develop children's social and emotional skills, including their skills of resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through information and displays, through themed national campaigns, through peer support and through the school council.
- Train all staff to identify bullying and follow school policy and procedures on bullying.
- Actively create 'safe spaces' for vulnerable children.

Encouragement to tell

We actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that action will be swiftly taken which is sensitive to their needs. Disclosure (telling an adult/peer) can be direct and open or indirect and anonymous. We teach the children to understand that not telling someone means that the bullying is likely to continue. The message of 'telling' runs through curriculum opportunities such as assemblies, School Council, circle time, PSHE and focused Anti-Bullying weeks.

Roles in the prevention and response to bullying

Staff:

We expect staff to:

- Provide children with a framework of positive behaviour including school rules which support the whole school policy.
- Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good example of behaviour and help create a positive atmosphere.
- Provide pupils with a good role model.
- Raise awareness of bullying through stories, role-play, discussion, circle time, school council, PSHE, RE and assemblies.
- Through the Headteacher, keep the Governing Body well informed regarding issues concerning behaviour management.
- Regularly gain views from the children and parents on the extent and nature of bullying.
- Ensure children know how to express worries and anxieties about bullying through on going discussions throughout the curriculum.
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.

- Involve children in anti-bullying campaigns in schools.
- Publicise the details of help lines and websites in school and on our own school website.
- Offer support to children who have been bullied, engaging with outside professionals when appropriate.
- Work with children who have been bullying in order to address the issue/s and put an action plan in place.

Parents/Carers

We expect that parents/carers will understand and engage with everything that is being done to make sure their child enjoys and is safe at school.

We will ensure parents/carers:

- Know who to contact if they are worried about bullying including where to locate our complaints procedure.
- Feel confident that everything is being done to make sure their child is happy and feels safe at school.
- Are informed about and fully involved in all aspects of their child's behaviour

We will work with parents/carers to address issues beyond the school gates that could possible give rise to bullying.

Governors

We expect that Governors will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

Tackling bullying

Recording

Incidents clearly identified as bullying must be reported to the Headteacher who is responsible for anti-bullying. All incidents and the follow up action will be recorded in the Incident book. This book is located in the Headteacher's office. Incidents are also disclosed in weekly staff meetings, where all teaching staff can raise any concerns. These incidents are also recorded in the Incident book.

Dealing with an incident

Bullying incidents discovered at Jordans School will be taken seriously and support will be provided for the person being bullied and the person who is the bully.

Jordans School will support all involved by:

- Talking through the incident with the child being bullied and the bully.
- Keeping Parents/Carers of both the bullied and bully fully informed at all stages.
- Helping the child being bullied and the bully to express their feelings.
- Talking about which School Rule(s) has/have been broken.
- Discussing strategies for making amends.
- Close supervision of the children involved during all school activities.

Sanctions may include:

- Time away from an activity within the classroom.
- Missing break or another activity.
- Close supervision of the children involved during all school activities.
- Formal letter home from Headteacher, also regular meetings with the Parent/Carer.
- Behaviour Support Plan.
- Exclusion (internal/external).

Parents/carers (of both the child being bullied and the bully) will be informed of what has happened, and the action taken. A record will be made of these discussions and if necessary independent witnessing of action taken and recording of information can be used to ensure accurate evidence is retained.

Policy monitoring and review

We will formerly review this policy every year as well as if incidents occur that suggests the need for review.

Trends and strategies are analysed by the Headteacher for inclusion in the Headteacher's Annual Report to the Governing Body on Safeguarding Children and are reported termly to Governors.

Links with other policies

SRE/PSHE

Behaviour

Equal Opportunities

Child Protection

Confidentiality

Exclusions

Complaints Procedure.

Hannah Bancroft
Headteacher