



'Learning for a fuller life...'

ANTI-BULLYING POLICY

As a Church of England school, we see it as our duty to give children and members of the school community the skills to maximise their engagement with the world around them, enable them to grow spiritually, emotionally and personally, and develop the character and values which will serve them well in future life and support success.

Statement of Intent

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.

What Is Bullying?

Bullying is defined as:

'The repetitive, intentional hurting of one person or group by another person or group, where a relationship involves an imbalance of power. Bullying can be physical, verbal, or psychological. It can happen face-to-face or online.'
(Anti-Bullying Alliance)

The four main types of bullying are:

Physical	e.g. hitting, kicking, theft
Verbal	e.g. name calling, racist/sexist/disablist/homophobic/transphobic remarks
Indirect	e.g. spreading rumours, excluding others
Cyberbullying	e.g. abusive/hurtful texts/ emails, comments on social media, online games etc.

N.B. It is almost always not bullying when it is a one-off incident, or if you have a one-off 'falling out' with a friend.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Taverham VC CE Junior School has a responsibility to respond promptly and effectively to issues of bullying.

Key Principles

- 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.

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 truanting
- 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, particularly "tummy aches"
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions 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.

Procedures

1. Report alleged bullying incidents to staff, initially to the class teacher, then the Senior Leadership Team.
2. Incidents will be investigated by staff and the children involved will be spoken to. A record will be kept in the Bullying Incident File.
3. It may be the case that parents and/or pupils describe or define an incident as 'bullying' but this may not be the case. SLT members will use the above definition when investigating any incident and deciding whether to record the incident as bullying in the bullying incident file. Incidents of poor behaviour that are not defined as bullying are recorded on School Pod, in the detention folder and/or in the Headteacher's behaviour file.
4. Parents should be informed and may be asked to come in to a meeting to discuss the issue.
5. If necessary and appropriate, police will be consulted.
6. Any alleged bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
7. An attempt will be made to help the perpetrator(s) change their behavior.

Prejudice-Based Incidents

A record is kept of any prejudice-based incidents, which are then reported to the local authority. NCC policy has changed recently: with effect from the 2017/18 school year, this is now done on an annual basis, rather than for each separate incident.

A prejudice-based incident is defined as, *'any incident which is perceived by the victim, or any other person, to be prejudiced towards an individual, due to one of more of the protected characteristics'*. Protected characteristics are:

- Race (ethnicity)
- Sex (gender)
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage
- Age

Outcomes

1. The perpetrator(s) may be asked to apologise (genuinely). Other consequences may take place (e.g. contacting parents-see above, detentions etc)
2. The victim will be given support and strategies to avoid bullying.
3. In serious cases, exclusion will be considered (internal or external)
4. If possible, the pupils will be reconciled, using a 'restorative justice' approach.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. This will be done by class teachers and parents.

Prevention

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Designing a code of conduct
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays (or using KIDSCAPE role-plays)
- Participation in National Anti-Bullying week every November
- Assemblies
- NSPCC workshops and assemblies (most recently in October 2016)
- Having discussions about bullying and why it matters
- Holding Positive School Days and Afternoons
- Through the PSHE curriculum
- Discussions at School Council meetings.

Dissemination of the policy

A copy of the policy will be made available to the following people:

- The whole staff, teaching, non-teaching and support staff (on the school network);
- The Governors (via Governor Hub);
- Any parent that requests a copy;
- Outside Agencies (if requested)
- Placement on the school website

Procedure for monitoring the policy

Monitoring and evaluation will be carried out by the management team. The policy should be reviewed on a biennial basis and the next review should be completed by March 2020.

References

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	01206 873820
KIDSCAPE (Parents Helpline, Mon-Fri 10-4)	020 7730 3300
Parentline Plus	08088 002222
Youth Access	020 8772 9900

For a copy of Kidscape's free booklets "*Stop Bullying*", "*Preventing Bullying*" and "*You Can Beat Bullying*", send a large (A4) self-addressed envelope with two 1st class stamps to:

Kidscape
2 Grosvenor Gardens
London
SW1W 0DH

The school would like to acknowledge Kidscape's Anti Bullying Policy, which informed the original version of this policy.

Original Policy Agreed by Governors: March 2010 (following consultation with parents); Reviewed in: Autumn 2013 (Following consultation with parents); October 2016; March 2018 (following consultation with parents and The Anti-Bullying Alliance)