

**Jennett's Park CE Primary**

**ANTI-BULLYING POLICY**



Date reviewed	January 2022
Date of Next review	January 2024
Published	Yes
Website Status	On website

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" 2018 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance. The setting has also read Childnet's "Cyberbullying: Understand, Prevent and Respond: Guidance for Schools".

### Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- o The Education and Inspection Act 2006, 2011
- o The Equality Act 2010
- o The Children Act 1989
- o The Education (Independent School Standards) Regulations 2014 (*if appropriate*)
- o Protection from Harassment Act 1997
- o The Malicious Communications Act 1988
- o Public Order Act 1986

### Introduction

We are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils

Jennett's Park CE Primary is a school where each individual is entitled to and receives respect. The staff, governors, students and parents will work together to create a climate of positive relationships, care and mutual respect, through all aspects of school life. This school is a place where every person has the right to be themselves and to be included in a safe and happy environment. Everyone at our school is equal and should be treated with respect.

We promise as a staff and community to try to serve the common good with our work as part of the Church of England.

<b>Educating for Wisdom, Knowledge and Skills</b>	To help grow resourceful , resilient and reflective children who are equipped with the skills , knowledge and tenacity empower themselves, their learning throughout their lives.
<b>Educating for Hope and Aspiration</b>	To inspire and enrich lives beyond current opportunities and experiences in order to open minds to the potential their future holds
<b>Educating for Community and Living Well Together</b>	To be a multi-cultural, inclusive community of individuals loved by God who feel valued and involved where we create qualities of character to enable people to flourish.
<b>Educating for Dignity and Respect</b>	That children might know how much that they are loved and valued by so that they might show dignity and respect for themselves and others by carefully and safely thinking through their actions.

### **Responsibilities**

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school

- Pupils to abide by the policy.

### Rationale

Bullying of any kind is unacceptable and will not be tolerated at Jennett's Park CE Primary School. At our school the safety, welfare and well-being of all students and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We actively promote the values of respect and equality and work to ensure that difference and diversity are celebrated across the whole school community. We want to enable our students to become responsible citizens and to prepare them for life in 21st century UK.

It is widely acknowledged that if a child or staff member is not emotionally well they cannot achieve to the best of their ability.

### Definitions

#### **Definition of bullying**

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

**No form of bullying will be tolerated and all incidents will be taken seriously..**

**Bullying** is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

#### **Forms and types of bullying covered by this policy**

- Bullying can happen to anyone.
- This policy covers all types and forms of bullying towards others identity including:
- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics): Bullying related to race, sexual orientation, religion, faith and belief and for those without faith

#### **Our approach to equality is based on the following 7 key principles**

1. All learners are of equal value. They have an identity. This identity is equal value whether or not they are disabled, whatever their ethnicity, culture, national origin or national status, whatever their gender and gender identity, whatever their religious or non-religious affiliation or faith background and whatever their sexual orientation.
2. We recognise, respect and value difference and understand that diversity is a strength. We take account of differences and strive to remove barriers and disadvantages which people may face, in relation to disability, ethnicity, gender, religion, belief or faith and sexual orientation. We believe that diversity is a strength, which should be respected and celebrated by all those who learn, teach and visit here.
3. We foster positive attitudes and relationships. We actively promote positive attitudes and mutual respect between groups and communities different from each other.
4. We foster a shared sense of cohesion and belonging under our distinctly Christian make up. We want all members of our school community to feel a sense of belonging within the school and wider community and to feel that they are respected and able to participate fully in school life whatever their faith or belief.

5. We observe good equalities practice for our staff. We ensure that policies and procedures benefit all employees and potential employees in all aspects of their work, including in recruitment and promotion, and in continuing professional development.

6. We have the highest expectations of all our children. We expect that all pupils can make good progress and achieve to their highest potential academically, socially and physical- this is part of our approach to being well .

7. We work to raise standards for all pupils, but especially for the most vulnerable. We believe that improving the quality of education for the most vulnerable groups of pupils raises standards across the whole school.

### Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

### Bullying Definition

At Jennett's Park CE Primary School, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons. We agree that:

- Bullying is usually physical hurting, name calling, nasty looks or leaving people out.
- Bullying usually happens when the relationship is imbalanced.
- Bullying is usually on-going.

We are a TELLING school – anyone who knows that bullying is happening is expected to tell a member of staff.

### Responding to Bullying

Stage	Description	Consequence for a child
1	First evidence of bullying (physical, verbal, indirect).	1. Firm warning by class teacher. 2. Miss whole 15 mins break time. 3. Phase leader informed and completes bullying log: green, amber, red. 4. Meeting with and follow up letter to parents of both/all children involved.
2	Second evidence of bullying	1. Strong warning by class teacher. 2. Off the playground for x3 15 mins morning breaks 3. Phase leader informed and completes bullying log: green, amber, red. 4. Meeting with and follow up letter. 5. Parents meet with a school leader. 6. Child on 'Be a Buddy Change Programme'.
3	Third evidence of bullying	1. Very strong warning by class teacher. 2. Off the playground for x3 lunchtimes 3. Phase leader informed and completes bullying log: green, amber, red. 4. Letter to parents of both/all children involved. 5. Parents meet with a senior school leader and sign an agreement. 6. Child on 'Prevent Exclusion Programme'.
Any further instances could lead to an exclusion:		1. An internal school exclusion for a period of time to be decided by the Headteacher. 2. An internal isolation exclusion for a period of time to be decided by the Headteacher. 3. An external exclusion by the Headteacher which remains on a child's record.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded in writing and given to the head teacher

- The head teacher will interview all concerned and will record the incident in writing
- Teachers will be kept informed
- Parents will be kept informed of repeated incidences of bullying and they will be expected to play a key role in supporting their child
- Punitive measures will be used as appropriate and in consultation with all parties concerned
- All racist incidences will be reported in line with BBC policy and parents informed.

For any of the more serious behaviours listed below, an incident form should be completed and given to the Head Teacher who, in consultation with the class teacher, will decide on the appropriate sanction and will inform the parents /carers. The forms will be filed in the serious Incident File in the School Business Managers office.

### **Preventing, identifying and responding to bullying**

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Uphold the elements within our wellbeing policy to prevent as much as possible.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and young people.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.

### **Dealing with Incidents**

- The following steps may be taken when dealing with incidents:
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear and precise account of the incident will be recorded and given to the Headteacher and/or designated lead
- The Headteacher/ designated lead will interview all concerned and will record the incident
- Teachers/Phase Leaders will be kept informed

### **Cyber Bullying**

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

### **Racism and Prejudice based incidents**

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

### **Homophobic Bullying**

This occurs when bullying is motivated by a prejudice against lesbian, gay, or bisexual people.

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, or bisexual
- Those that identify as transgender or no gender

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded, and monitored in school.

We follow the Guidance for Church of England schools on challenging homophobic, bi-phobic and transphobic bullying 'Valuing All God's Children' Autumn 2017 document

### **Involvement of pupils**

We will:

- Regularly canvas children and young people's views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

### **Supporting Pupils**

#### ***Pupils who have been bullied/ Victims will be supported by:***

- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Reassuring the pupil and providing continuous support
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers

#### ***Pupils who have bullied / Perpetrators will be helped by:***

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support
- If online, requesting content be removed and reporting account/content to service provider
- Sanctioning in line with school behaviour/discipline policy. This may include official warnings, detentions, removal or privileges, fixed-term and permanent exclusions.
- Speaking with police or local services

#### ***Supporting Adults (staff and parents) who have been bullied or affected will be supported by:***

- Offering an immediate opportunity to discuss the concern with the designed lead and/or a senior member of staff/Headteacher
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy

- Reassuring and offering appropriate support
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance

*Adults (staff and parents) who have bullied will be helped by:*

- Discussing what happened with a senior member of staff and establishing the concern
- Clarifying the schools official procedures for complaints or concerns
- If online, requesting content be removed and reporting account/content to service provider
- Instigating disciplinary, civil or legal action

Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions. Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Young People's Mental Health Service (CAMHS).

### **Training**

Prevention pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. The Code of Conduct is regularly promoted in assemblies and displayed throughout the school. At Jennett's Park we train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).

### **Bullying outside of school**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to, and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular mean that it can impact on students' well-being beyond the school day. Students, staff, parents and carers must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

### **Links to other policies**

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour Policy
- Equality Policy
- Complaints Policy (available on the school website)
- Safeguarding and child protection policies
- e-Safety (Online Safety) and Acceptable Use Policies (AUPs)
- Curriculum Policies such as PSHE and citizenship and computing
- Wellbeing Policy

JPCE is a school where each individual is entitled to and receives respect. The staff, governors, students and parents will work together to create a climate of positive relationships, care and mutual respect, through all aspects of school life. This school is a place where every person has the right to be themselves and to be included on a safe and happy environment. Everyone at our school is equal and should be treated with respect.

### **TELL ABOUT BULLYING!**

Pupils who are elected onto The Student Council the Jennett's Park buddies help all the adults in the school to make sure children know the difference between telling tales or 'tall stories' and rightly telling about being 'put down' or being intimidated. Every child should know what bullying is and what it is not and to be able to 'stand up for themselves' without using fighting or 'put downs'. PUPILS TELL AN ADULT

### **What is bullying?**

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be done by one person or by a group of people towards another person or a group of people, where the bully or bullies hold more power than those being bullied.

### **What does bullying look like?**

Bullying can be:

- Hitting or threatening to hit someone
- Touching someone inappropriately or without their consent
- Calling someone names or spreading rumours about someone
- Stealing, hiding or damaging someone's property
- Deliberately ignoring someone or leaving them out
- Sending hurtful or unkind texts, emails or online messages to or about someone emails or online messages to or about someone

Remember that bullying isn't just physical and it can happen outside or inside school. If someone is deliberately and repeatedly being hurtful or unkind towards you or someone else, whatever that looks like or for whatever reason, it is bullying.

### **What kinds of bullying can happen?**

Bullying can be based on any of the following things:

- Religion or belief
- Race or ethnicity (racist bullying)
- Culture or family background
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special education needs or disability
- Appearance or health condition
- Home or other personal situation

Not every type of bullying is on this list. If someone is deliberately and repeatedly being hurtful or unkind towards you, or whatever reason, that is bullying.

### **What should I do if I'm being bullied or someone else is being bullied?**

It is really important to report bullying. It won't make the situation worse and it will help to stop the bullying whether it is happening to you to someone else. If you know that someone is being bullied, try to reassure and support them, tell them that what is happening is wrong and help them to tell a trusted adult. There are many different ways to report bullying:

- Tell a trusted adult, such as a your teacher, your class helpers, your phase leader, our family support worker
- Report it to a Year 6 child
- You can call ChildLine at any time for free on 0800 1111 to speak to a counsellor. Remember your call will be confidential which means they will not tell anyone else about what you have said

School staff will make sure that the bullying is recorded and taken seriously and will follow up to support you or the person being bullied. They will also act to sort out the situation with the bully and any others involved.