



## **Policy for Dealing with Bullying September 2015**

### **Revision 1**

#### **Definition**

Bullying can be described as being a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.

The Staff, governors, parents and children at World's End Junior School work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

#### **Aims**

- To provide a safe, caring environment for the whole school community, especially the children in our care.
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is all right to tell.
- To heed parents concerns and keep them informed of actions taken in response to a complaint.
- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during the school year.
- A separate list of any racist incidents will be kept.

### **Help for victims and bullies**

The purpose of this policy must be to provide help for both the victims of bullying and also for those who are carrying it out. Whilst it may be necessary to impose the sanctions described later in this document to help resolve matters it must always be held in mind that our key aim in all strategies is not that of punishment but of help. It is our intention to ensure that bullying should stop and especially that the perpetrator should understand the hurtful nature of their actions and not repeat similar bullying behaviour in the future.

### **Strategy for Dealing with Bullying**

In dealing with bullying, staff at World's End Junior School follow these fundamental guidelines.

- Never ignore suspected bullying
- Do not make premature assumptions
- Listen carefully to all accounts – several pupils with the same version does not mean they are telling the truth
- Adopt a problem-solving approach that moves pupils forward from self-justification
- Follow up proven cases to check bullying has not returned
- Keep detailed records
- Inform senior leaders

Strategies have been introduced at World's End Junior School to reduce bullying through the curriculum, SEAL, Circle Time and Assemblies. These strategies cover raising awareness about bullying and the Anti-bullying Policy, increased understanding for victims and teaching pupils how to manage relationships in a constructive way.

Staff should apply one or more of the strategies below, depending on the perceived seriousness of the situation. The emphasis should always be one of showing a caring and listening approach.

In response to a complaint of bullying, the discipline procedures of World's End Junior School should be followed, with senior staff making a full investigation, keeping detailed records and applying sanctions as necessary. The Head teacher or deputy head teacher will inform parents of the instigator and victim.

#### **Sanctions for the instigator include:**

- withdrawal from favoured activities, for example school visit
- loss of breaktimes or lunchtimes for a period to be determined by the headteacher.
- exclusion from school during lunchtimes for a period to be determined by the headteacher.
- fixed period of exclusion from school

A Pastoral Support Programme will be put in place for the victim with the Learning Mentor/named person monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition.

A Pastoral Support Programme for the instigator will include a Behaviour Education Plan and opportunities in circle time or groups for the child/ren to discuss relationships, feelings and the effect bullying can have on individuals. The Learning Mentor/named person will support the child during this programme.

In order to reduce incidents of bullying and recognise bullies, at World's End Junior School, all staff watch for early signs of distress in pupils.

The School Council should be another forum in which children can report bullying.

### **Bullying off the School Premises**

World's End Junior School is not directly responsible for bullying off the school premises; however, if both the victim and the bully are from our school, action will be taken as if the incident has occurred within the school, and this includes informing parents.

If a child from World's End Junior School is involved in a bullying incident with a pupil from another school we will liaise with the other school to ensure that there is no reoccurrence. Where possible, World's End Junior School will support pupils who have been bullied, especially on their way to or from school, by pupils from another school or by other persons.

### **The following steps should be taken:**

- Talk to the Head Teacher of another school whose pupils are bullying off school premises.
- Talk to the Police about problems on the local streets.
- Talk to pupils about how to avoid or handle bullying situations.

### **Cyber Bullying**

The school is well-aware of the seriousness of the impact of cyber-bullying through social networking, text messaging and email. Our curriculum incorporates E-safety-awareness and the local police provide E-safety workshops for our year 6 pupils. The school will follow the same strict procedures to deal with cyber bullying as it does for any other form of bullying.

### **Bullying Directed Towards Race, Gender, Sexual Orientation or Disability**

World's End Junior School will not tolerate bullying against anyone because of their race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

### **Racial Bullying/Harassment**

Racial bullying will not be tolerated in World's End Junior School and will be treated severely. If a child receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature

into school, incites others to behave in a racist way or writes racist insults, the school will act in accordance with local and national guidance with a full investigation being carried out. Incidents will be recorded and reported to the governing body and the local authority as required - ***the confidentiality of the both the victim and the perpetrator will be stringently protected***. World's End Junior School has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance throughout the curriculum.

### **Sexual Bullying**

Sexual bullying has an impact on both genders. A sexual assault will lead to the exclusion of the perpetrator from World's End Junior School. Sexual bullying is characterised by abusive name-calling, comments about appearance, attractiveness and emerging puberty, inappropriate and uninvited touching, sexual innuendoes and propositions (i.e. sexual harassment).

#### **World's End Junior School's strategies to deal with sexual bullying include:**

- Keeping records of incidents
- developing understanding of gender relations
- exploring sexism and sexual bullying through the curriculum
- using single-sex groups to discuss sensitive issues
- ensuring the school site is well supervised, especially in areas where children might be vulnerable
- implementing appropriate discipline procedures as appropriate

Sexual bullying can also be related to sexual orientation. Children do not have to be homosexual or bi-sexual to experience such bullying.

#### **Strategies to deal with such bullying include:**

- recording incidents
- awareness by staff that homophobic bullying can occur
- challenging homophobic language and explore pupils' understanding – they might not understand the impact
- guaranteeing confidentiality and support for those being bullied
- implement discipline procedures if the bullying warrants it

### **Special Education Needs or Disabilities and other vulnerable children**

Pupils with special educational needs or disabilities might not be able to articulate experiences as fluently as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific disability.

World's End Junior School makes sure the behaviour of staff does not trigger bullying unintentionally. They should avoid undue attention towards SEND children compared with others, and should not make comments based on pupils' appearance or perceived character.

We try to make classroom activities and lessons sensitive to such children's needs. We teach assertiveness and other social skills and teach victims to say 'No' or to get help. A named mentor/friend may be appointed for the pupil to confide in.

If the bullying is serious, World's End Junior School undertakes a full investigation, including a full discussion with witnesses, recording incidents in the incident book and contacting parents. Discipline procedures are implemented.

High attainers, gifted or talented pupils can also be affected by bullying. Teachers should treat this as seriously as any other type of bullying.

### **Equal Opportunities**

This policy and guidelines promotes the practice of inclusion for all.