KING EDWARD'S JUNIOR SCHOOL POLICY DOCUMENT

Title: ANTI-BULLYING POLICY

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KING EDWARD'S JUNIOR SCHOOL ANTI-BULLYING POLICY
This policy should be read in conjunction with the Junior School Behaviour Policy.

INTRODUCTION

The control and management of bullying is important for all schools. This document sets out King Edward's Junior School's policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances (zero tolerance) and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality.

AIMS

As a school our main aims are:

- To provide a welcoming and caring environment which fosters a sense of belonging and security for all.

- To value individuality, within a climate of trust and respect for each other.

- To nurture and encourage positive aspects of self: self-confidence, self-discipline, self-motivation, self-esteem, self-awareness and selflessness.

- To promote the values of generosity of spirit, sincerity, integrity, kindness, resilience, focus, drive, service, courage and charity.

RIGHTS AND RESPONSIBILITIES

'Treat others as we want to be treated'

This means that every pupil has the **RIGHT** to:

- A supportive learning environment;
- Be treated with respect and as an individual;
- Be free from harassment, victimisation or bullying at school, on school activities and while travelling to and from school;
- Have their personality regardless of faith, ethnicity, gender, sexuality, political or financial status, or similar respected
- Support from the school authorities to uphold these rights.

In order to protect the rights of others, every pupil has a **RESPONSIBILITY** to:

- Respect and uphold these rights for every member of the school community;
- Act always in a civilised and sensitive manner.

PRINCIPLES

- There is **no justification whatsoever** for bullying behaviour and it should not be tolerated in any form.

- Bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways that provide opportunities for growth and development for the bully and victim alike.
- Effective management of bullying is a shared responsibility and strategies should involve school staff, parents/carers and other professionals involved with children who are the victims or perpetrators of bullying behaviour.
- It is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.
- Information about the school's policy and procedures should be readily available in 'user-friendly' form to parents/carers and discussed with children in PSHEE periods, through the Jigsaw schemes of work..

DEFINITION

Bullying is repeated over time and intentionally hurts another pupil or group physically or emotionally and is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability, or because a child is adopted or is a carer - it may occur directly or through cyber-technology (social websites, mobile 'phones, text messages, photographs and email)

Bullying is any behaviour towards an individual or group which is **perceived** or **intended** to cause hurt, pain, suffering, humiliation or degradation. The behaviour may be from a more powerful individual or group and may be systematic or repeated. In all cases the victim feels that the behaviour is hostile and, as a result, may feel threatened, isolated or inadequate.

SCOPE

This policy applies only to incidents of bullying which take place on school premises.* The school is not **legally** responsible for bullying which takes place elsewhere.
**"The school's premises" is deemed to include authorised off-site activities.*

However, the school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school (**see Appendix 1**).

PREVENTION

Staff

All staff involved in the education and/or supervision of children are made aware of the issue of bullying and the need to apply the school's policy of zero tolerance consistently when episodes of bullying are witnessed or reported. Staff regularly reinforce the message to children that bullying is unacceptable and take positive action to prevent and control it. Reports of bullying are always investigated, recorded and acted upon.

Bullying awareness training is provided for staff. Additionally, staff are encouraged to use educational elements such as PSHEE, assemblies, projects, drama, stories and literature, to facilitate discussions focusing on differences between people and the importance of avoiding prejudice-based language.

Pupils
Children are encouraged to talk to staff about incidents of bullying that they experience or of which they may become aware. The issue of bullying and the school's response to it are raised with pupils at a number of levels including: assemblies, one to one discussions and through the PSHEE curriculum (Jigsaw); by covering National Anti-Bullying Week in the autumn term. Additional support and guidance are offered to all children who have experienced bullying. Children who have bullied others are given advice and support and taught strategies to enable them to bring their unacceptable behaviour to an end.

Pupils are regularly reminded about the part they can play to prevent bullying, including when they find themselves as bystanders.

Parents
Parents who believe their children are the victims of bullying are asked to share their concerns with school at the earliest opportunity and be prepared to work with the school to help keep their children safe in future. All expressions of concern are taken seriously and investigated thoroughly.

Similarly, if parents believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents, and the bullying child helped to change their behaviour.

PROCEDURES

Wherever bullying occurs the school seeks to respond in a consistent and firm manner. When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated immediately.

Victims of bullying will be offered a proactive, sympathetic and supportive response. The exact nature of the response will be determined by the particular child's individual needs

If a perpetrator is identified, they must be made aware the school's stance and must understand that such behaviour must stop. The school is of the view that the positive use of sanctions, applied consistently and fairly, can be useful in demonstrating to bullies that their behaviour is unacceptable and in promoting change. They must be helped to see the victim's point of view, but they may also need some further help and support to enable him/her to behave in a more acceptable way. Bullying behaviour will be responded to in a proportionate way – the more serious the cause for concern the more serious the response. The exact nature of the response will be determined by the degree of severity and needs of the individual case

Where possible, reconciliation should be sought between the pupils involved.

ACTION

- According to the severity of the incident, the matter can be dealt with by either the member of staff receiving the information, the Form Tutor, a member of JLT or the Head.

- Sanctions from the Behavioural Management Policy will apply for lesser offences
- Both the victim and the bully should be interviewed and, where necessary, statements taken.
- Witnesses (neutral) should also be interviewed. A bystander must be assured that they have acted responsibly in reporting the behaviour.
- Established incidents of bullying must be reported to both sets of parents.
- Some counselling may need to extend to the whole Form group. If the bullying has involved a 'group' pupils must, where possible, be dealt with individually.
- Sanctions must be appropriate to the severity of the incident and must go hand in hand with advice and warning about such behaviour: it must only be imposed when allegations are substantiated.
- **For serious persistent incidents of bullying whether physical or emotional, the matter must be referred to the Head who will deal with the behaviour in three stages, depending on the severity of the case.**
    1. **Internal exclusion for an appropriate amount of time. Parents will be informed.**
    2. **Fixed term suspension from school. Parents will be requested to attend a meeting with the Head.**
    3. **Exclusion on a temporary or permanent basis.**
- A log must be kept by the Head of all serious incidents
- The welfare of both the victim and perpetrator must continue to be monitored, either formally or informally.
- Staff will regularly evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any on-going concerns on an annual basis.

APPENDIX 1

Bullying outside the school's premises*

- If it emerges that a pupil is responsible for bullying other children outside school, then this matter will be addressed and (if appropriate) the perpetrator's parents informed.
- If a child is found to be the victim of bullying outside school, then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed.
- If there are more general concerns about children's safety outside school, then the local police will be contacted and their help sought in making the area around the school premises more secure. If concerns arise in relation to school transport, then the issue will be raised with the transport companies and their help sought in dealing with the problem.
- If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents. If concerns persist then the matter will be referred to the Community (Social) Services Department (see Child Protection Procedures).
- If children are being bullied by pupils of another school the Head of that school will be informed and invited to deal with the matter.
- "The school's premises" is deemed to include authorised off-site activities.