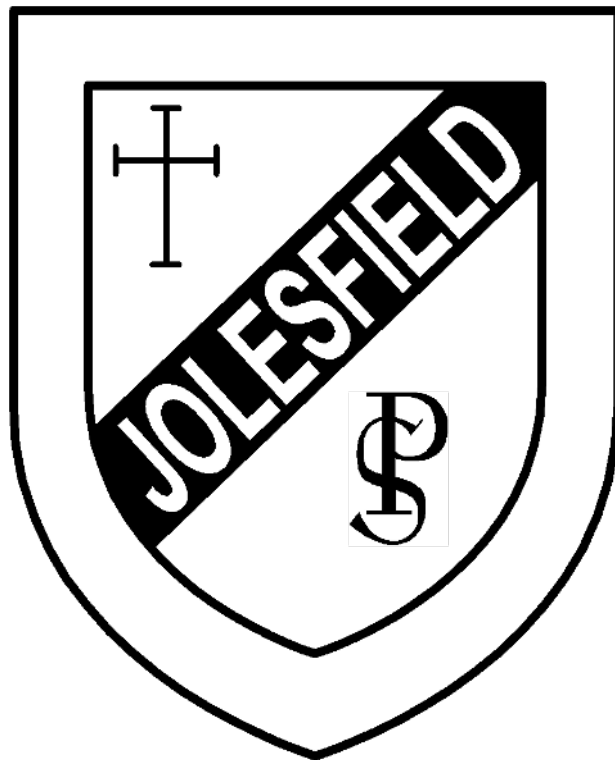


**JOLESFIELD CHURCH OF ENGLAND
PRIMARY SCHOOL**



Anti-Bullying Policy

*Effective : December 2021
Headteacher: S. Trahern*

*Approved: FGB 7/12/21
Chair of Governors: S. Crute*

Introduction

Based on Christian teaching (Matthew 22 v. 37 & 39), we want everyone to be kind, respectful, generous, thankful and humble and compassionate. We want children and staff to recognise their roles and responsibilities within the school community and the wider world and be equipped to live life to the full.

“Love the Lord your God with all your heart and with all your soul and with all your mind...Love your neighbour as yourself.” Matthew 22 v37-39

Definition - What is bullying?

Bullying is defined by our school as:

Definition of Bullying from Respect For All

Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency'. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face-to-face and online. (respectme, 2015)

Bullying behaviour can include:

- Being called names, teased, put down or threatened face-to-face/online.
- Being hit, tripped, pushed or kicked.
- Having belongings taken or damaged.
- Being ignored, left out or having rumours spread about you (face-to-face and/or online).
- Sending abusive messages, pictures or images on social media, online gaming platforms or phones.
- Behaviour which makes people feel like they are not in control of themselves or their lives (face-to-face and/or online).
- Being targeted because of who you are or who you are perceived to be (face to face and/or online).

There is no hierarchy of bullying.

Bullying can be verbal or physical and may occur through information technology or social media and is meant to deliberately upset or influence someone else.

All forms of bullying should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Bullying behaviour may be a result of prejudice that relates to a perceived and actual difference. This can lead to behaviour and language that could manifest into racism, sexism, homophobia, biphobia, transphobia or prejudice and discrimination towards disability or faith. Prejudice based bullying can

be based on any characteristics unique to an individual's actual or perceived identity or circumstances such as their appearance or socio-economic background.

Policy Aims

All children at Jolesfield CE Primary School have the right to be safe and happy both in class and in the playground. Bullying can cause great distress and both adults and children need to know what to do when this occurs. Bullying can be addressed in a number of ways including 1:1 support for victims, through assemblies and class discussions and through the curriculum. Parents and children should know that they can share their worries with the class teacher, a member of the senior leadership team or a trusted adult in the school. Bullying will not be tolerated at Jolesfield and allegations of bullying are taken very seriously and always investigated thoroughly. This policy has been read and contributed to by our children.

Objectives of Policy

- To describe school systems for dealing with bullying
- To have strategies in place to support victims and bullies
- To ensure that parents know who to approach if they are worried that their child is being bullied
- To ensure that children know what bullying is and know what to do when it occurs

School systems for reporting and monitoring bullying

At Jolesfield we believe it is important to listen to children when they have concerns. Children can fall out with each other or say things that other children do not like. We encourage them to tell each other when they do not like something that is happening. Children also have the opportunity of sharing concerns through the listening boxes' that can be found in every classroom.

When it is reported that a child is being bullied (either by themselves or someone else) then action will be taken promptly and firmly. The allegation will be thoroughly investigated by the member of staff to whom it has been reported, or where judged necessary, by a member of the Senior Leadership Team (SLT). Both victim and alleged bully will be interviewed and a record of the incident kept (on CPOMS). Where children have completed a written record of events these can be attached to the incident form. A member of staff responsible for supporting the victim will be named on the incident form. The bully will be informed that such behaviour is unacceptable and be made aware of the consequences of their actions (in line with the behaviour policy). They will also have a named member of staff to support them.

In most cases once bullying has been reported and the children involved spoken to, there will be no further incidents. Parents of both bully and victim will be informed and encouraged to work with the school to stop this happening again. The children involved will be highlighted to all staff to help monitor and prevent the bullying.

Sometimes the investigator will judge that the behaviour reported was unkind but not bullying. If this is the case the investigation will be filed and a member of SLT will check the bullying and behaviour incidents logged on CPOMS to monitor for reoccurrences of such behaviour. CPOMS is regularly monitored by the SLT.

Who bullying can be reported to

All members of staff take bullying seriously. Children are encouraged to tell someone straight away if they think they are being bullied or if one of their friends is being bullied. In assemblies and lessons, they are told they can tell any staff member or a parent or carer including:

- A member of staff in the playground
- Their class teacher
- A member of SLT
- The headteacher
- Their parents

Parents should approach the class teacher in the first instance if they have concerns about their child being bullied. If their concerns continue they can speak to a member of SLT.

Support for children involved

Victims will be:

- Encouraged to confide in a named member of staff if the bullying continues
- Helped to develop positive strategies and appropriate assertive skills
- Monitored in class by the teacher or teaching assistant (TA) and in the playground by meal supervisors
- Told how the bullies have been dealt with
- Encouraged to share feelings during class circle times
- Supported through restorative justice methods if bullying persists

Sometimes victims may need help to develop a friendship group. This can be done by nominating 'befrienders' or by using 'Circle of Friends' strategies

Bullies will:

- Be made aware of the seriousness of their actions and possible consequences
- Be monitored in class by the teacher or TA and in the playground by meal supervisors
- Receive support from the learning mentor where necessary
- Where behaviour does not improve have their own personal behaviour plan
- Receive sanctions in accordance with the school behaviour policy

If bullying persists, parents of victims and bullies will be informed and involved in the restorative justice process.

Helping children to talk about and deal with bullying

Our Personal, Social and Emotional (PSHE) curriculum is used as a basis to promote respect, tolerance and kindness towards others. In lessons children are given the opportunity to discuss strategies to deal with bullying. We actively encourage children to tell when others are being unkind to them. Children are made aware of the steps that will be taken by staff if they report bullying. They also discuss what constitutes bullying and what is not bullying behaviour.

The curriculum can be used to:

- Raise awareness about bullying and the anti-bullying policy
- Increase understanding for victims, and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others

At Jolesfield, opportunities for children to discuss bullying and relationships are found through the following means:

- Whole school or phase assemblies
- Class assemblies
- Anti - bullying week
- Direct teaching through PSE
- Circle time
- Cooperative group work

Assertiveness training and 'Circle of Friends' are used to help support and give strategies to victims of bullying where this is appropriate.

Care is taken to include SEN pupils in curriculum work about bullying in an appropriate way for their individual needs.