

GREAT BRADFORDS JUNIOR SCHOOL

Anti-Bullying Policy



Together we learn; together we grow

Aim of this policy

The aim of the Anti-Bullying Policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Definition of Bullying

Bullying is a continuous pattern of behaviour by one person or a group of persons towards another person which is designed to hurt, injure, embarrass, upset or discomfort that person. It is premeditated and persistent. It can be in the form of verbal, emotional or physical abuse by one or a group of people. It also includes cyber-bullying which is a form of bullying from a distance. Bullying can happen both inside and outside of the school environment.

Lots of things can made people feel bad; sometimes it depends on the situation they are in and it is not always bullying, e.g. there is a difference between bullying and “falling out” between close friends.

Where bullying exists, the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

School Action/Procedures

All concerns about bullying will be taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. School teaching and support staff will be alert to the signs of bullying and act promptly and firmly against it, in accordance with this policy.

Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying (“bystanders”) can be a powerful force in helping to address it and will be encouraged to do so in a safe way. If a pupil is aware of another person being bullied and does not report it, they may be considered to be complicit.

All pupils will be encouraged to report bullying by:

- talking to an adult of their choice, either at home or school;
- completing a note and placing it in the “Worries and Concerns” box, which is kept in the library. This box will be promoted by all staff and monitored by the Pastoral and Guidance Leader;
- contacting local and national support agencies for advice/support.

Every half term, our pupils will be interviewed individually by their class teacher. This provision will:

- encourage/remind the pupil to seek help if they feel bullied;
- to raise any current concerns that they may have.

All incidents, which are reported to school staff, will always be dealt with and recorded. Staff will keep a record of all incidents. Each incident must be handled individually once the problem and the children have been identified. The school uses the 'No Blame Approach' and each adult is committed to recognising and putting an end to acts of bullying or harassment.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice;
- providing reassurance that the bullying will be addressed;
- offering continuous support;
- restoring self-esteem and confidence;
- the use of specialist interventions and/or referrals to other agencies, e.g. educational psychology or school's counselling service, where appropriate.

Pupils who have bullied will be helped by:

- discussing what happened;
- discovering why the pupil became involved;
- establishing the wrong doing and need to change;
- informing parents to help change the attitude of the pupil;
- the use of specialist interventions and/or referrals to other agencies where appropriate.

With involvement of the parents, the following disciplinary steps can be taken:

- warnings to cease offending;
- exclusion from certain areas of the school premises;
- minor fixed-term exclusion;
- major fixed-term exclusion;
- permanent exclusion.

If a pupil reports they are being bullied outside school, but by a pupil from this school the same steps will be taken. If the bullying is undertaken by someone from elsewhere, the parents of the bullied pupil will be contacted.

Preventative measures

The school will:

- raise awareness of the nature of bullying through inclusion in PSHE, class "Circle Time", assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour;
- seek to develop links with the wider community that will support inclusive anti-bullying education;
- consider the use of specific strategies, e.g. peer mentoring, on a regular basis and implement them if appropriate, subject to available resources.
- undertake regular surveys to ensure that all children feel safe, valued and respected.

