



# **ANTI-BULLYING POLICY**

**Updated Autumn 2018**  
**(Revised August 2017 by LA)**

Date of next review

Autumn 2020

## **Introduction**

At Priory Junior School we aim to produce an inclusive environment for all pupils which openly discusses differences between people and celebrates diversity.

As a consequence we aim to provide a safe, caring and friendly environment for learning for all our pupils to allow them to improve their life chances and help them maximise their potential.

We expect pupils to act safely and feel safe in school, including that they understand the issues relating to all forms of bullying and that they feel confident to seek support from school should they feel they or others are unsafe.

We would also want parents/carers to feel confident that their children are safe and cared for in school and that incidents when they do arise, are dealt with promptly and well.

The school is aware of its legal obligations including the Equalities Act 2010. We are aware of our role within the local community supporting parents/carers and working with other agencies outside the school where appropriate.

## **Policy Development**

This policy was formulated in consultation with the whole school community with input from:

- Members of staff- though regular agenda items at staff meetings
- Governors - discussions at governors meetings
- Children and young people - pupils contribute to the development of the policy through the school council, circle time discussions etc. The IIP reps will develop a Student friendly version to be displayed

This policy is available:

- Online at <http://www.priory-jun.notts.sch.uk/>
- From the school office
- Child friendly versions are available

## **Roles and responsibilities**

**The Head teacher** – Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

**The Anti –bullying Coordinator** in our school is: - Miss Edwards DH

The responsibilities are:-

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

There is a nominated Governor with the responsibility for Anti- bullying (Behaviour)

## Definition of Bullying

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

[www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/what-bullying/aba-definition-bullying](http://www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/what-bullying/aba-definition-bullying)

## Behaviour often associated with bullying:

### Baiting

Baiting can be used in bullying both on and offline. It can be used to bully someone to get 'a rise' out of them and it can be used to antagonize those who might be bullying others to get them to bully. Sometimes baiting is used secretly to try and get a person to explode in a rage or react negatively/loudly so that they get in to trouble.

### Banter

The dictionary describes banter as: 'the playful and friendly exchange of teasing remarks'.

Bullying is often justified as being just banter. It may start as banter, but some types of banter are bullying and need to be addressed as bullying.

### Types of Banter

- Friendly Banter- There's no intention to hurt and everyone knows its limits
- Ignorant Banter- crosses the line with no intention to hurt, will often say sorry.
- Malicious Banter- Done to humiliate a person-often in public

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

## What does bullying look like?

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

## **Why are children and young people bullied?**

Specific types of bullying include:

### **Prejudice Related Bullying**

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child
- disability
- race including colour, nationality, ethnic or national origin including Gypsy ,Roma, Travellers
- religion, belief or lack of religion/belief
- sex /gender
- sexual orientation

These are called ‘protected characteristics’.

As part of the requirement on schools to promote fundamental British values, schools must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident, and report them to the local authority for monitoring purposes.

### **Other vulnerable groups include**

- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances

Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious. There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

### **Prejudice Related Language**

Racist, homophobic, biphobic, transphobic and disabilist language includes terms of abuse used towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or transsexual, or are perceived to be, or have a parent/carer or sibling who is; because they have a learning or physical disability. Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or their friends, family members or their parents/carers.

In the case of homophobic, biphobic and transphobic language particularly, dismissing it as banter is not helpful as even if these terms are not referring to a person’s sexual orientation or gender identity they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of prejudice related language in our school even if it appears to be being used without any intent. Persistent use of prejudice related language and/or bullying will be dealt with as with any other form of bullying.

### **Where does bullying take place?**

Bullying is not confined to the school premises. It also persists outside school, on the journey to and from school and in the local community and may continue into Further Education.

The school acknowledges its responsibilities to support families if bullying occurs off the premises.

## **Cyberbullying**

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

Cyberbullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school.

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyberbullying with the same severity as any other forms of bullying.

Cyberbullying can include:-

- hacking into someone's accounts/sites
- Posting prejudice /hate messages
- Impersonating someone on line
- Public posting of images
- Exclusion
- Threats and manipulation
- Stalking
- 

We will ensure that our children are taught safe ways to use the internet (see our online safety policy) and encourage good online behaviour.

Bullying can take place between:

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

## **Reporting and responding to bullying**

Our school has clear systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

### Children and young people in school including bystanders

Children are encouraged to report incidents to an adult. This encouragement is discussed in SMSC lessons, incidentally as part of classroom practice and through posters around school. Questionnaires have shown that the majority of children have followed this procedure in the past but there still remain a few children who express concerns about reporting. Worry boxes have been set up in classes to provide another outlet as a result of this.

### Parents/carers

Parents are also encouraged to inform school if their child reports any concerns to them. Staff will investigate these concerns to gain a picture of any incidents. Best practice is to speak to the class teacher first before talking to a member of the SLT if they feel concerns have not been resolved.

### All staff and visitors

Class teachers will check with other staff who provide care such as outside providers about whether they have any concerns. More regular staff such as mid-day supervisors and teaching assistants are encouraged to report any incidents to the class teachers or SLT.

## Procedures

The dominant message to the children is to ‘tell’ an adult in school when they have persistent problems with another child. This will trigger the following procedures:

All reported incidents will be taken seriously and investigated involving all parties. The staff is aware of and follows the same procedures.

1. An incident of bullying is reported to, or identified by an adult. An incident form is filled in. (ScholarPack)
2. All details should be passed to the class teacher and SLT by the adult informed. Parents/Carers are encouraged to discuss incidents with class teachers.
3. The Head Teacher will be informed and deal with the matter accordingly. Examples of possible action to be taken:
  - Discussions with children concerned. The bully may be asked to genuinely apologise,
  - Discussion with whole class if necessary.
  - An individual or group of children may be withdrawn from playtimes.
  - Parents will be informed (contact with parents will vary and could be in the form of a telephone call, a letter or an arranged meeting)
  - Children may not be allowed to participate in educational visits, school teams, school productions etc.
  - School may seek help from outside agencies such as educational psychologists and social services
  - Liaising with the wider community if the bullying is taking place off the school premises i.e. in the case of cyberbullying or hate crime.
  - In all cases of bullying there will need to be positive reinforcement of good behaviour
  - There may also need to be a programme of activities designed to raise the self-esteem/confidence of those concerned.
  - In extreme circumstances the child may be excluded for a fixed period of time.
  - After the incidents have been investigated and dealt with, each case will be monitored to ensure repeat bullying does not take place.
  - The person who reported the situation, parents/carers will be kept informed of actions taken
  - There is a complaints’ procedure for parents/carers who are not satisfied with the school’s actions

## Recording bullying and evaluating the policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be stored by the Anti-bullying coordinator (ScholarPack).

Prejudice related bullying/incidents should be reported to the local authority using the guidelines set out in Nottinghamshire guidelines for schools: Bullying and Prejudiced –related incidents (August 2017) **These should be sent in electronic format, ideally encrypted, with a password sent in a separate email, to [ecas@nottscc.gov.uk](mailto:ecas@nottscc.gov.uk)**

A simple email to [ecas@nottscc.gov.uk](mailto:ecas@nottscc.gov.uk) stating at the end of the academic year that no incidents have been reported to the school, will now suffice.

This information stored in school will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This information will be discussed by staff in regular staff meetings termly.

This information will be presented to the governors as part of the annual report.

The policy will be reviewed and updated every two years.

### Strategies for preventing bullying

As part of our ongoing commitment to the safety and welfare of our pupils we at Priory Junior School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- PSHE lessons and assemblies
- Ensuring that the school actively promotes the celebration of difference and diversity as part of their core values
- Anti-Bullying week annually in November and Safer Internet Day in February
- Specific curriculum input on areas of concern such as cyber bullying and internet safety
- Student voice through school Reps.
- Worry boxes and Child-line posters in classes.
  
- Reactive programmes for vulnerable groups or groups involved in bullying. For example: -
  - Counselling and/or Mediation schemes
  - Small group work
  
- Support for parents/carers
  - Parent Support worker
  - Parent information events/ information-on the school website
  
- Support for all school staff
  - Staff training and development for all staff including those involved in lunchtime and before and after school activities
  - Encouraging all staff to model expected behaviour

### Links with other policies

Policy	Why
Positive Behaviour Policy	Rewards and sanctions, Codes of conduct
Safeguarding Policy	Child protection
E-safety and Acceptable use policy	Cyber bullying and online safety
Equalities policy	Prejudice related crime(homophobia, race, religion and culture and SEN/disability)
Confidentiality Policy	Reporting and recording
PSHE/Citizenship	Strategies to prevent bullying
Complaints' Procedure	Guidelines to make a complaint if families are not happy with the school's response

### Useful organisations

**Anti-bullying Alliance (ABA)** - [www.anti-bullying.org](http://www.anti-bullying.org)

Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

**Mencap** – [www.mencap.org](http://www.mencap.org)

Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

**Stonewall** – [www.stonewall.org.uk](http://www.stonewall.org.uk)

[The lesbian, gay and bisexual charity](#)

**Educational Action Challenging Homophobia (EACH)** – [www.eachaction.org.uk](http://www.eachaction.org.uk)

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

**School's Out** – [www.schools-out.org.uk](http://www.schools-out.org.uk)

**Beatbullying** – [www.beatbullying.org.uk](http://www.beatbullying.org.uk)

Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

**Childnet International** – [www.childnet-int.org](http://www.childnet-int.org)

Childnet International - The UK's safer internet centre