



## **Park Junior School**

### **Anti-Bullying & Hate Policy**

#### **Safeguarding Statement**

At Park Junior School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Park Junior School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

<b>Version Number</b>	<b>Purpose/Change</b>	<b>Author/ Reviewer</b>	<b>Date</b>
0.1	Re-write to incorporate updated content and format	RG	May 2012
0.2	Updated & reviewed	RG	Sept 2015
0.3	Updated & reviewed	RG	Sept 2016
0.4	Reviewed & revised Ratified by Governors	RG/Gov	Feb 2017
0.5	Reviewed and Ratified by Governors	RG	Sept 2017
0.6	Renamed & revised Ratified by Governors	RG/SR	Nov 2017
0.7	Reviewed & revised Ratified by Governrnors	RG/SR	Nov 2018
0.7	Reviewed & revised Ratified by Governrnors	RG/SR	Oct 2019

## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

## Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Comparison of bullying behaviour and friendship problems

We acknowledge that both friendship problems and bullying behaviour can be upsetting and unpleasant but it is important to distinguish between the two, as the responses to friendship problems may be different to the strategies used to address bullying behaviour.

Friendship problems may be incidents where both children disagree and find it difficult to resolve the disagreement without adult help. It may be repeated behaviour and at times may have been accidental. In these instances, both children usually make an effort to resolve the problem and wish to remain friends. However, we recognise that repeated friendship problems can sometimes lead to bullying behaviour.

<b>RELATIONAL CONFLICT (Friendship problems)</b>	<b>BULLYING</b>
Equal power	Imbalance of power
Happens occasionally	Repeated negative action
Accidental or Deliberate	Deliberate
Remorseful	No remorse
Effort to solve problem	No effort to solve problem

Friendship and Anti-bullying provision is actively promoted and monitored by all staff and staff are kept up-to date with current practices and resources.

## What Is bullying?

Bullying is the use of aggression or intimidation with the intention of hurting or upsetting another person. Bullying involves persistent targeting of a victim. Bullying results in distress to the victim. Bullying is the recurring and deliberate abuse of power. This includes Peer on Peer abuse.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures including references to Gypsy, Roma and Traveller
- Sexual unwanted physical contact or sexually abusive comments, name calling due to homophobic, Lesbian, gay bi-sexual and transgender, Verbal name-calling, sarcasm, spreading rumours, teasing

- Religious/Cultural Religious or cultural taunts, graffiti, gestures including references to specific religious or cultural groups.
- Cyber All areas of internet, such as email & internet chat room misuse threats by text messaging & phone calls  
Misuse of associated technology , i.e. camera & video facilities

## Signs and Symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and that they should investigate if a child -

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

## Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- promoting the school values
- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

## **Procedures**

Suspected bullying should be reported to a member of staff who may deal with it immediately or refer to a more senior member of staff if appropriate

Bullying incidents will be investigated and action taken

Bullying incidents will be recorded by staff

In cases of bullying, the parents of pupils involved will be informed and will be asked to attend a meeting to discuss what has happened

An attempt will be made to help the bully or bullies change their behaviour. The bully or bullies may be asked to apologise. The victim will be helped to come to terms with what has happened

If possible, the pupils will be reconciled

Actions taken will be reported to the parents of pupils concerned.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **Park Junior School “My Friendship and Anti Bullying Guide”**

All pupils are given a child friendly Friendship and Anti Bullying Guide which is also available on the school website. This is discussed with class teachers each year and with new arrivals as appropriate.

The key messages are a definition of bullying: **STOP- Several Times On Purpose**

And if you are being bullied: **STOP - Start Telling Other People!**

## **PHSE Curriculum**

Friendship and Anti-bullying is a crucial part of the PHSE curriculum and will involve regular sessions related to friendship and bullying, family group work during the year and work on the importance of the role of the ‘bystander.’ Children are taught to explore some of the ups and downs of relationships, including the positive aspects and benefits of friendships and the negative aspects of relational conflict.

This work will be further supported by the Gloucestershire Healthy Living and Learning PinK Curriculum for PSHE and Safeguarding in classes across Park Junior School, Anti-Bullying week and assemblies throughout the year. Within class the children are actively encouraged to talk about friendships and bullying

## **Monitoring, Evaluation and Review**

The policy will be promoted and implemented throughout the school.

The Chair of Governors has anti-bullying policy responsibilities. The Head Teacher will report to governors on incidents reported and actions taken.

The views of staff, students and parents regarding bullying and the effectiveness of school responses will be sought and assessed through questionnaires and forums.

## **All actions carried out in this policy are in line with Child Protection Procedures as laid out in the school’s Safeguarding Policy**

Other policies and guidelines which have relevance to the Antibullying and Hate Policy are:

- Safeguarding and Child Protection Policy
- SEN Policy
- SRE Policy
- Whistle Blowing
- Positive Physical Handling
- Safer Working Practices for staff and volunteers
- Complaints Procedure

- Code of conduct for ICT (Acceptable Users Policy)
- First Aid and Medications in school
- Health and Safety
- Attendance
- Child in Care
- Intimate Care
- Behaviour and Discipline

### Useful Organisations

Advisory Centre for Education (ACE)	0300 0115 142
Children's Legal Centre Civil Legal Advice	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	020 7823 5430
Family Lives	0808 800 2222
Youth Access	020 8772 9900
NSPCC	0808 800 5000
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a> now part of family lives

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

Further information about anti-bullying strategies may be obtained from:

Government advice

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

The Anti-bullying Alliance

<http://www.anti-bullyingalliance.org.uk/>

Childline

<http://www.childline.org.uk/>

### Appendix 1

Friendship & Bullying Leaflet for Children

Available from the school reception area and on the school website