Anti-Bullying Policy

Policy agreed: September 2023

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Approved by: Full Governing Board 20.9.23

We aim, at Walmley Junior School, to produce a safe and secure environment where all can learn and flourish. Walmley is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by.

Defining Bullying
Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally.

S.T.O.P
Several Times On Purpose

Bullying behaviour is not an accident; a bully hurts someone Several Times On Purpose.
Bullying can take many forms:

• Physical aggression such as hitting, kicking, taking or damaging possessions

• Verbal aggression such as name calling, threatening comments, insults, racist remarks, teasing, sending nasty notes or making nuisance calls

• Indirect social exclusion such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or their family.

• Cyber bullying via social media or using mobile phones, the internet, apps or tablets.

• Homophobic bullying such as calling names, aggression or exclusion.

Bullying will not be tolerated in our school. It is not to be mistaken with the minor day to day incidents which happen while children are playing. Boisterous play, falling out, isolated incidents or a dislike of someone are not to be interpreted as bullying. However, these may lead to bullying if they continue.

Child on Child Abuse
It is important to recognise that abuse isn't always perpetrated by adults; children can abuse other children and it can happen both inside and outside of school and online. This is referred to as 'child on child abuse' in KCSIE and can take many forms:

- bullying, including cyberbullying, prejudice-based and discriminatory bullying

- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; this may include an online element which facilitates, threatens and/or encourages physical abuse

- abuse in intimate personal relationships between children

- sexual violence and sexual assault such as bottom smacking or touching of private parts, or forced sexual activity

- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment

- consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery)

- Upskirting

- initiation/hazing type violence and rituals (this could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group and may also include an online element)

Abuse is abuse and it should never be tolerated or passed off as "banter" or "just having a laugh" or "part of growing up."

S.T.O.P
Start Telling Other People

Dealing with Bullying Behaviour and Child on Child Abuse
If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.

• The school will provide appropriate pastoral support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.

• All serious incidents are recorded on MyConcern. The DSLs will be informed of all bullying concerns, especially where there may be safeguarding issues.

• In cases where child on child abuse is identified, we will use the local safeguarding procedures as set out in our Safeguarding Policy.

• Parents are involved at an early stage. If a parent contacts the school with a concern relating to possible bullying, they should in the first instance speak to the class teacher.

• Pupils are encouraged to report bullying and are taught how and who to tell, knowing that it is not 'telling tales' and will be dealt with properly.

• Victims of bullying will be encouraged to talk to a member of staff and supported as required. This may include staff trained in low level counselling or referrals being made to outside agencies.

• It is explained that, for bullying to stop, the bully must be talked to about the effect their actions have had.

• A staff member will speak to the bully(ies) and explain the consequences of their behaviour and encourage discussions and resolutions. The bully will be warned that if this does not stop immediately, their parents will be called in for a formal meeting. Sanctions may be used if felt

appropriate (these may include official warnings, removal of privileges or a referral). Where a red card is given, a record is kept in the main folder in the office and a letter sent home to inform parents. In extreme or repeated cases, internal exclusions, a suspension or permanent exclusion may be given.

• They must share the responsibility to put things right and this means asking each child how s/he intends to behave in future.

• For the next fortnight, playtime behaviour involving these children will be monitored.

• All staff members have a responsibility to monitor playtime behaviour.

• If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed or Early Help/Request for Support if a child is felt to be at risk of harm.

• Where the bullying of or by pupils takes place off the school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated and responded to in line with this policy and the school behaviour policy.

Cyber-Bullying

• When responding to cyberbullying concerns, the school will take action:

• Take prompt action as soon as an incident has been reported or identified.

• Provide appropriate support for the person who has been cyberbullied, and work with the person who has carried out the bullying to ensure that it does not happen again.

• Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.

• Take all available steps where possible to identify the person responsible. This may include looking at use of the school system, identifying and interviewing possible witnesses, confiscating and searching pupils' electronic devices, such as mobile phones. Government guidance will be followed: DFE Guidance for Searching, Screening and Confiscation July 2022

• Where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need.

• Incidents that may be deemed unlawful will be reported to the police.

The Role of Parents/Carers
Parents/Carers who are concerned that their child may be being bullied, or who suspect that their child may be the perpetrator of bullying, should initially contact their child's class teacher. **Under no circumstances should a parent approach another parent directly** as this can lead to distress or conflict and often makes the situation worse for the children involved.

Parents have a responsibility to support the schools anti-bullying policy and to actively encourage their child to be a positive member of the school.

Preventative Strategies
The main ways to prevent bullying are to create an ethos of good behaviour where pupils treat other and school staff with respect, and to teach children the importance of understanding and tolerating the differences between people. We also use additional strategies to prevent bullying:

- During Anti-Bullying week, the whole school spends additional curriculum time considering the theme.

- PSHE lessons about identifying and tackling bullying and abuse, and how to manage their relationships constructively and assertively. They promote positive relationships, friendships, empathy for others and self-esteem.

- Assemblies have weekly themes throughout the year, giving opportunities to focus on positive behaviour, some with a specific focus on bullying.

- NSPCC Assemblies and 'PANTS' lessons in Year 3, 4 and 5.

- Positive behaviours are celebrated in assemblies.

- We cover cyber-bullying and the dangers during internet safety week with age appropriate activities. Online safety is embedded in our PSHE and Computing curriculum.

- Pupils understand and follow the 'Online Safety' and 'Acceptable Use' policies.

- Our Year 6 Play Leaders help develop friendships and offer playground support.

- Our Online Safety Council deliver safety messages each half term and a termly newsletter is sent to parents.

- Displays around school support and promote friendship and anti-bullying behaviours.

- We have a programme of lunchtime support (Friendship Club) for those pupils who struggle with building and maintaining friendships in a positive way, or may feel more vulnerable in a busy playground.

- Opportunities to use playground equipment.

- Lunchtime supervisors and Earlybirds staff are given regular training on dealing positively with behaviour.

- Children are encouraged to discuss feelings and appropriate behaviour.

- A school counsellor is able to offer one to one or small group support to children.

SEND
Under the Equality Act 2010 all schools have a responsibility to prevent discrimination of disabled pupils or those who have SEN. Although we are recognised for our inclusive ethos, we at Walmley Junior School are aware that pupils who are disabled or who have SEN may be more at risk of bullying than their peers and that this could affect their emotional well-being.

We promote a wide range of strategies to try to prevent this happening (see above), we build pupils resilience and self-worth and ensure they have a positive identity within our school. We always encourage our vulnerable pupils to talk to us about any incidents in the knowledge that they will be listened to and the incident will be dealt with.

Useful Links and Supporting Organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

- Childline: www.childline.org.uk

- Family Lives: www.familylives.org.uk

- Kick it Out: www.kickitout.org

- Kidscape: www.kidscape.org.uk

- MindEd: www.minded.org.uk

- NSPCC: www.nspcc.org.uk

- Victim Support: www.victimsupport.org.uk

- Young Minds: www.youngminds.org.uk

- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com

- Report Harmful Content: https://reportharmfulcontent.com/

- UK Safer Internet Centre: www.saferinternet.org.uk

- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-for-internet-safety

- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk

- Mencap: www.mencap.org.uk

- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/atriskgroups/sen-disability 10 theeducationpeople.org

- Report it: www.report-it.org.uk

- Stop Hate: www.stophateuk.org

- Tell Mama: www.tellmamauk.org

- Educate against Hate: www.educateagainsthate.com

- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

- Metro Charity: www.metrocentreonline.org

- EACH: www.eachaction.org.uk

- Proud Trust: www.theproudtrust.org

- Schools Out: www.schools-out.org.uk

Sexual Harassment and Sexual Bullying

- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk

- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk

- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaignposters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexistbullying

- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: https://antibullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexistbullying/investigating-and-respondingsexual