



## **Stillness Infants and Junior School**

### **Anti-Bullying Policy**

Date of Policy:	November 2019	Approved by:
Renewal Date:	November 2021	Teaching & Learning Committee

### **Our commitment**

We are committed to providing a caring, friendly and safe environment for all our children and adults so that they can learn, work and communicate in a relaxed and secure atmosphere:

- When children know they matter and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- Bullying of any kind is unacceptable in our school.
- We are a telling school. We do not keep secrets.
- If bullying does occur, all children and adults should be able to tell and know that the incident will be dealt with promptly and effectively.
- We believe that ignoring bullying is wrong. Each person has the responsibility to speak out if they suspect someone is being bullied.
- We will actively participate in anti-bullying week each year, and ensure there are reminders through posters, assemblies and circle time of what we can do.

### **Defining**

At Stillness Juniors we define bullying as any or all of the following:

- A persistent series of actions by an individual or group which causes fear, anxiety or harm to another person or group of people.
- Verbal, physical, written or cyber actions that are designed to intentionally hurt and intimidate or to make the person who is at the receiving end feel unhappy, embarrassed or insecure about themselves.

### **What kind of behaviour constitutes bullying behaviour?**

- Name calling
- Threats
- Physical harm
- Ridicule
- Emotional harm
- Taunting/Teasing
- Exclusion from group
- Hiding belongings

### **What kind of behaviour is not bullying?**

- Occasional loss of temper
- Having a joke that is received in good spirit
- Falling out with friends
- Hurting by accident

### **Recognising**

We recognise that when bullying takes place, some or all of the following features are present.

- It is constant, frequent or repetitive
- It is deliberate
- It is often accompanied by a threat not to tell
- It is not always obvious who the bully is or might be
- It can be a group of people

- It is often focussed on individual differences, (e.g. colour, gender, ability, home circumstances)
- It can be emotional or psychological (e.g. whispering about someone, excluding them from a group, staring and laughing)
- It is often subtle and not easily detected by adults who could respond
- The bully is usually seen to be more powerful or empowered than the receiver (either by being stronger, bigger, older, cleverer or by belonging to a majority group)
- Use of ICT e.g. texting, e-mailing, telephoning, cyber bullying.

### **Taking action**

We will ensure that all incidents are dealt with fairly and consistently.

- Any incidents considered bullying is initially investigated by the person who it is reported to.
- Make sure that all teaching and support staff know about the incident in order for them to be vigilant and responsive.
- Staff will confirm by discussion with colleagues that the events add up to bullying
- All alleged bullying incidents are reported to the headteacher.
- Children are encouraged to record the incidents themselves after discussion with investigator. This is recorded on the Racist/Bullying form located on the staff server.
- Parents/carers of both victim and perpetrator will be contacted, usually on the same day.
- Explain the consequences of the incident(s) to all parties concerned

### **Responding**

In all cases of bullying behaviour we will use the following strategies:

- Respond quickly and praise the reporter.
- Listen to and reassure the receiver.
- Demonstrate our support by taking the matter seriously and investigating
- Show that there is a 'united' response.
- Reinforce our belief that behaviour is learned and can be changed and help the bully to change their behaviour.
- Consider and discuss strategies to help this change, with all parties concerned.
- Involve the bully in the solution (how can they help / what can they do?)
- Implement sanctions

When we know a child or adult has been bullied in school we will:

- Report the incident to the headteacher
- Report to the childrens' teachers and ask them to monitor the situation and report back to us.
- Create a network of support, if felt appropriate, by informing friends of the receiver, child's parents and class teacher
- Teach or suggest ways the receiver might assert themselves or respond to future incidents

- Implement activities for the class/school (e.g. circle time, counselling, drama, literature, assemblies, school council meeting)

### **The role of parents/carers**

Children who bully will be supported in changing their behaviour and parents/carers will be encouraged to support us in this endeavour.

Parents, who are concerned that a child is being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

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

Bullying is not tolerated at Stillness and if a child and/or their carer fails to acknowledge their behaviour as bullying or fails to realise the necessity to change that behaviour, then a change of school or educational provision will be actioned so that we can continue to provide a caring, friendly and safe environment for all at Stillness.

### **Adults at school**

Adults can suffer bullying too. If an adult feels they are being bullied they should consider one or more of the following actions:

- Keep a log of incidents with times, dates, places and witnesses.
- Discuss the matter with a trusted colleague and/or your line manager.
- Talk to the person making you feel vulnerable.
- Wait and see what happens, the incidents may not be long lasting.
- Try to keep channels of communication open between you.

If necessary a Restorative Justice approach will be taken by the Headteacher or Governors

### **Governors**

Governors will monitor and review the policy and procedures.

### **Safeguarding**

At Stillness Junior School we are committed to safeguarding all, and keeping them safe from harm.

We know that a person who has suffered harm may then harm others. We will seek to understand the child who bullies and be sensitive to their circumstances, following our safeguarding procedures.

We know that occasionally a child may pose a risk to others. We will work with the child, their family and external agencies to protect our children.