

GEORGE ROMNEY JUNIOR SCHOOL

STATEMENT OF POLICY: ANTI-BULLYING

When we talk to our children in school, we know that having friends and feeling safe is very important to them. We know that they feel sad when they are bullied and that this has an impact on their learning. This policy is how we as a school aim to combat this and make all children feel safe and secure in their relationships with others and therefore have the best chance to succeed. We believe that every individual in our school has a duty to report an incident of bullying of any kind whether it happens to them or another member of our school community.

AIMS

- To promote the message that bullying is not tolerated in school and should not be accepted outside of school either
- To ensure children and their families feel the school is a safe, secure environment for them to learn in and be part of
- To provide a positive, supportive and empowering environment that puts the social and emotional needs of the children at the centre of the learning
- To promote the message that we are a 'talking school' where children feel confident and free to talk to friends or a trusted adult about a worry or issue
- To work positively towards children demonstrating our core values: respect, honesty, responsibility, acceptance, fairness, co-operation, integrity and determination

OBJECTIVES

- To keep all children, their families and staff safe and happy as they learn together here in school
- To educate children about the importance of happy, healthy relationships with friends and families
- To teach the children a range of strategies to help them deal positively with any problems they may have with relationships and bullying

PRINCIPLES

- George Romney will not tolerate bullying or intimidation and all staff share the responsibility to ensure our school is 'a happy place to learn'
- Staff in school take a pro-active stance towards investigating bullying and the potential impacts on children's behaviour
- School always works positively with the children and their families to address any concerns related to bullying in any form
- The needs of children and young people who bully or intimidate should be considered separately from the needs of their victim
- The school will contact other agencies such as the Police, social care or other agencies if they feel the bullying is of a severe nature that requires that response

Children and young people can bully & abuse each other emotionally, physically or sexually. This can take place in a variety of settings like home, school, online, or in the community. Any such situations should be taken seriously and action taken straight away.

DEFINITION AND TYPES OF BULLYING

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.'

(Preventing and tackling bullying', DfE, July 2017)

WHAT DO WE DO IN SCHOOL TO PREVENT BULLYING

It is the responsibility of all staff to ensure the safety and well-being of the children in our school (see Safeguarding Policy).

- All children sign a Home School Agreement every September which includes the school's Core Values and specifically behaviour expectations
- Class teachers support the children through the use of SEAL and PSHCE lessons and with other classroom activities such as Circle Time and Class Council when children have the opportunity to discuss issues that might be a worry for them.
- Some children are taught additional strategies through 'Kidsafe' programmes or small group support work
- The school employs a HLTA with a specific focus on supporting children with friendship, bullying and other emotional issues
- We spend time teaching the children what bullying is (and what it is not;) as well as empowering the children to deal with bullying behaviour and what their role should be as a friend to someone who is being bullied.
- With older children we also address issues related to bullying such as the impact of peer pressure when growing up
- We talk about the importance of standing up to bullying on behalf of others – not just ignoring it or walking away
- Whole-school and phase team assemblies are used to highlight the issue of bullying and create a platform for the staff to promote the anti-bullying message across the school
- As a school we participate in local and national events such as Anti-bullying Week; we use resources such as posters, slogans and lesson plans from organisations such as NSPCC and Childline
- All children in school are made aware of the Worry boxes and reminded they all have access to them if required

SCHOOL RESPONSE TO BULLYING

It is essential that all staff follow the same procedure to ensure that children and families receive the same message about bullying and how it is dealt with.

1. Talk to all the children involved in the incident and try to get staff to corroborate the story
– **decide is it a bullying issue?**
2. Record the incident on a school incident form and record as a bullying issue
3. Refer incident to a member of SLT to decide on next steps
4. Resolve the issue in an appropriate manner involving the parents of all children
5. Follow-up the incident/situation and check the resolution worked

PROCEDURES

- The victim, the alleged bully and any witnesses are all interviewed by a member of SLT separately
- If any children are physically injured, this is dealt with in the usual manner and the nature of the injuries recorded
- If appropriate, all parties maybe asked to write down an account of the incident and their role in it
- Staff listen carefully to all accounts and remain non-confrontational and non-judgmental until the investigation is completed
- Parents of the children involved in the incident are informed and invited into school to discuss the issue contribute to the possible resolution
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CONSEQUENCES

- In the first instance, the headteacher will talk to the child who has bullied and ensure they understand the serious nature of their behaviour and it's potential impact to the other child. They will be warned that the behaviour must not occur again

- The headteacher will organise a reconciliation meeting between the bully and their victim; ensuring the victim feels safe and in control of the situation and that the conversation and apology is genuine
- Parents of the children involved will be kept informed/involved in the process through out and expected to support the school and its approaches
- The class teacher , with support other staff in school will monitor the situation for an appropriate period of time e.g. half-term
- Repeated incidences of bullying will trigger serious consequences such as learning in isolation, exclusion from parts of the school day or a fixed term exclusion

RESPONSIBILITY FOR THE POLICY

This policy has been updated after discussion with staff, the SMSC committee of governors and the children in school via School Council. It was uploaded onto our website for parents to view and comment upon during the autumn term 2017.

“This policy was presented to the governors and formally adopted 4th December 2017. It will be reviewed in the light of any changes in statutory requirements or needs identified within the school and in any event within 5 years of the date of adoption.”

Signed.....

On behalf of the Governing Body

Date: 4th December, 2017.