

# East Boldon Junior School

## Anti Bullying Policy



### Rationale

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from all of the opportunities available at East Boldon Junior School.

### Definition

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- Physical bullying (hitting, assault, kicking, theft)
- Verbal bullying (name calling, racist or homophobic remarks)
- Psychological indirect bullying (spreading rumours, excluding someone from social groups).
- Cyber bullying (name calling and aggressive /insulting acts carried out using an electronic form through texting / e-mailing, chat rooms etc

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

### Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school policy on Behaviour and Discipline.
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.
- To make it possible for children to report bullying to a trusted adult

## Procedures

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- Class teachers informed.
- A clear account of the incident will be recorded and given to the Head Teacher
- The Head Teacher will interview all concerned and will record the incident.
- Parents will be informed when necessary.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the pupil discipline policy.

## Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

## Pupils who have bullied will be helped by:

- Discussing what happened with a member of staff
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians if deemed necessary
- Sanctions will be used as appropriate

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, SEAL, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

## Staff Responsibilities:

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible,
- To take appropriate action, or refer the matter to the Head Teacher for further action.
- To record and inform parents of continued bullying incidents.
- To promote the use of House Assembly and SEAL programme to tackle bullying incidents

- To foster by example the values we as a school believe in.
- To promote the use of interventions which are least intrusive and most effective.
- To record incidents of bullying in a book
- To retain records for monitoring purposes.

### **Monitoring, Evaluation and Review**

The school will review this policy every year and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. It was first agreed by the Governors February 2010.

This policy will be reviewed February 2020

Signed: Hilton Heslop    Chair of Governors

Signed: Tim Shenton    Head Teacher