Anti-Bullying Policy

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	Victoria Walton - Chair of Governors

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Reviewed – September 2023	**Next Review – September 2025**

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Anti-Bullying Policy

Introduction
Bullying is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power. Bullying is, therefore:

1. Deliberately hurtful

2. Repeated, often over a period of time

3. Difficult to defend against

Statement of Intent

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.

Bullying to one child may not be bullying to another and we must ensure that every single child is listened to. Bullying is as perceived by the victim and therefore all instances must be listened to and dealt with.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The role of Governors
The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The monitoring will include close analysis of vulnerable groups, to ensure that children from different cultures, ethnic groups, abilities or social backgrounds are not particular victims of bullying. This includes a commitment to challenge homophobic bullying where it occurs in school. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks her to conduct an investigation into the case and to report back to a representative of the
Governing Body.

The role of the Headteacher
It is the responsibility of the Headteacher to implement the school's anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. She will ensure that staff are aware of the possibility of bullying problems for vulnerable groups, so that children from different cultures, ethnic groups, abilities, sexualities or social backgrounds are appropriately supported. The Headteacher draws the attention of children to the issue of bullying at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the Teacher
Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. Teachers are also vigilant to the possible bullying of vulnerable groups, such as children from different cultures, ethnic groups, abilities, sexuality or social backgrounds, offering support where necessary.

Incidents of bullying are recorded electronically via CPOMS.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment or support for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is involved in bullying other children, the Headteacher is informed. We invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as Early Help or the Behaviour Support service.

Teachers can attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers aim to support all children in their class and to establish a climate of trust and respect for all. PSHE sessions in class, in addition to class reflection time, help us to reinforce these values. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of Parents/Carers
Parents who are concerned that their child might be 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.

Procedures

- Children to report all bullying incidents to an adult member of staff (teachers or support staff) and this to be recorded internally via CPOMS.
- Initial allegations are investigated to build a comprehensive picture of what is happening for that child in school.
- Once a bullying issue is established, parents are informed and asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour and threats of bullying are investigated and the bullying stopped quickly.
- An attempt is made to help the bully (bullies) change their behaviour.
- Support procedures will be put into place to ensure the victim has key points during the day when their well-being is monitored by staff. This takes the form of a 'My day in school' sheet, which acts as an ongoing record of the child's daily experiences.

Outcomes

- The bullies/bully may be asked to genuinely apologise.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use a variety of methods for our children to prevent bullying. As and when these may include:

- School rules;
- Writing stories or poems about bullying;
- Reading stories about bullying;
- Supporting Anti-Bullying Week and completing specific activities in school.
- Class/whole school assemblies about bullying;
- Role play;
- Regular class/group discussions about bullying;
- The use of outside groups such as Show Racism the Red Card and Stonewall to help to educate our children with regards to racist and homophobic bullying;
- Pastoral afternoons, addressing specific issues.

CYBERBULLYING

Tackling cyber bullying

Mobile, Internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide. But their popularity provides increasing opportunities for misuse through 'cyber bullying'. It is crucial that children and young people, who are particularly skilful at adapting to new technology, use their mobiles and the Internet safely and positively, and that they are aware of the consequences of misuse. School staff, parents and pupils of Broadway Junior School have to be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears.

The advent of cyber bullying adds new dimensions to the problem of bullying. Unlike other forms of bullying, cyber bullying can follow children and young people into their private spaces and outside school hours; there is no safe haven for the person being bullied. Cyber bullies can communicate their messages to a wide audience with remarkable speed, and can often remain unseen and unidentifiable.

What is cyber bullying?

- **Text message bullying** involves sending unwelcome texts that are threatening or cause discomfort. The growing trend of sexting has become apparent in primary school children in other areas. School is incorporating awareness of this in an age appropriate way, through the input of outside agencies.
- **Video-clip bullying via mobile phone cameras** is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- **Phone call bullying via mobile phone** uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.
- **Email bullying** uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- **Chat room bullying** involves sending menacing or upsetting responses to children when they are in a web-based chat room.
- **Bullying through instant messaging (IM)** is an Internet-based form of bullying where children are sent unpleasant messages as they conduct real-time conversations online.
- **Bullying via websites** includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyber bullying.
- **The use of gaming sites** has the potential to lead to bullying as children interact with each other on a regular basis.

School staff, parents and pupils of Broadway Junior School need to work together to prevent this and to tackle it whenever it occurs.

The School has a duty to ensure that:

- Teachers have sufficient knowledge to deal with cyber bullying in school;

- The curriculum teaches pupils about the risks of communication technologies, the consequences of their misuse, and how to use them safely;
- All e-communications used on the school site or as part of school activities off-site are monitored;
- Internet blocking technologies are continually updated and harmful sites blocked;
- They work with pupils and parents to make sure communication technologies are used safely, taking account of local and national guidance and good practice;
- Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school;
- They work with police and other partners on managing cyber bullying.

Staff:

Have responsibilities to:
- Teach children safe Internet etiquette;
- Apply school policy in monitoring electronic messages and images;
- Give pupils key guidance on:
  - personal privacy rights
  - material posted on any electronic platform
  - photographic images;
- Take action if a pupil is being cyber bullied or is bullying someone else;
- Teach pupils the value of e-communications and the risks and consequences of improper use, including the legal implications.

Broadway Junior School can help parents by:
- Providing briefing for parents on:
  - E-communication standards and practices in schools;
  - What to do if problems arise;
  - What's being taught in the curriculum;
- Supporting parents and pupils if cyber bullying occurs by:
  - Assessing the harm caused;
  - Identifying those involved;
  - Taking steps to repair harm and to prevent recurrence.

See appendix 1 for advice to parents and pupils.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to Governors about the effectiveness of the policy on request.

This anti-bullying policy is the Governors' responsibility and they review its effectiveness annually. They do this by examining any incidents logged on CPOMS, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Appendix 1

Cyber bullying: advice for parents and pupils of Broadway Junior School

Advice for parents:
- Ensure your children understand how to use these technologies safely and know about the risks and consequences of misusing them.
- Ensure your children know what to do if they or someone they know are being cyber bullied.
- Encourage your children to talk to you if they have any problems with cyber bullying. If they do have a problem, contact the school, the mobile network or the Internet Service Provider (ISP) to do something about it.
- Parental control software can be used to limit who children send emails to and who they receive them from. It can also block access to some chat rooms.
- Visit www.nch.org.uk for more information on Internet safety.

Advice for pupils of Broadway Junior School:

If you're being bullied by phone or the Internet

Remember, bullying is never your fault. It can be stopped and it can usually be traced.
- Don't ignore the bullying. Tell someone you trust, such as a teacher or parent, or call an advice line.
- Try to keep calm. If you are frightened, try to show it as little as possible. Don't get angry, it will only make the person bullying you more likely to continue.

There's plenty of online advice on how to react to cyber bullying. For example, www.kidscape.org and www.wiredsafety.org have some useful tips:

Text/video messaging
You can easily stop receiving text messages for a while by turning off incoming messages for a couple of days. This might stop the person texting you by making them believe you've changed your phone number. To find out how to do this, visit www.wiredsafety.org.

If the bullying persists, you can change your phone number. Ask your mobile service provider.

Don't reply to abusive or worrying text or video messages. Your mobile service provider will have a number for you to ring or text to report phone bullying. Visit their website for details.

Don't delete messages from cyber bullies. You don't have to read them, but you should keep them as evidence.

Text harassment is a crime. If the calls are simply annoying, tell a teacher, parent or carer. If they are threatening or malicious and they persist, report them to the police, taking with you all the messages you've received.

Phone calls

- If you get an abusive or silent phone call, don't hang up immediately. Instead, put the phone down and walk away for a few minutes. Then hang up or turn your phone off. Once they realise they can't get you rattled, callers usually get bored and stop bothering you.
- Always tell someone else: a teacher, youth worker, mum or dad, or carer. Get them to support you and monitor what's going on.
- Don't give out personal details such as your phone number to just anyone. And never leave your phone lying around. When you answer your phone, just say 'hello', not your name. If they ask you to confirm your phone number, ask what number they want and then tell them if they've got the right number or not.
- You can use your voicemail to vet your calls. A lot of mobiles display the caller's number. See if you recognise it. If you don't, let it divert to voicemail instead of answering it. And don't leave your name on your voicemail greeting. You could get an adult to record your greeting. Their voice might stop the caller ringing again.
- Almost all calls nowadays can be traced.
- If the problem continues, think about changing your phone number.
- If you receive calls that scare or trouble you, make a note of the times and dates and report them to the police. If your mobile can record calls, take the recording too.

Emails

- Never reply to unpleasant or unwanted emails ('flames') — the sender wants a response, so don't give them that satisfaction.
- Keep the emails as evidence. And tell an adult about them.
- Ask an adult to contact the sender's Internet Service Provider (ISP) by writing abuse@ and then the host, e.g. abuse@hotmail.com
- Never reply to someone you don't know, even if there's an option to 'unsubscribe'. Replying simply confirms your email address as a real one.

Web bullying

If the bullying is on a school website, tell a teacher or parent, just as you would if the bullying were face-to-face.

If you don't know the owner of the website, follow one of the online safety links below to find out how to get more information about the owner.

Chat rooms and instant messaging

- Never give out your name, address, phone number, school name or password online. It's a good idea to use a nickname. And don't give out photos of yourself.
- Don't accept emails or open files from people you don't know.
- Remember it might not just be people your own age in a chat room.
- Stick to public areas in chat rooms and get out if you feel uncomfortable.
- Tell your parents or carers if you feel uncomfortable or worried about anything that happens in a chat room.
- Think carefully about what you write; don't leave yourself open to bullying.

Three steps to stay out of harms way

1. Respect other people - online and off. Don't spread rumours about people or share their secrets, including their phone numbers and passwords.
2. If someone insults you online or by phone, stay calm – and ignore them.
3. 'Do as you would be done by.' Think how you would feel if you were bullied. You're responsible for your own behaviour – make sure you don't distress other people or cause them to be bullied by someone else.
4. If something happens to worry or upset you, always tell an adult and report it in school.

The law is on your side

The **Protection from Harassment Act**, the **Malicious Communications Act 1988** and Section 43 of the **Telecommunications Act** may be used to combat cyber bullying. People may be fined or sent to prison for up to six months.