



ANTI-BULLYING POLICY

Date confirmed by Governors: 20th November 2017

Date of Review: Autumn term 2018

Our vision:

Colman Junior School is a special place where all children can achieve in an engaging and inspiring environment. We are a warm and welcoming school. Care and consideration for others is at the heart of everything we do. We value each child as an individual. We nurture and celebrate their particular abilities and talents. We provide rich and full learning opportunities. Our children are provided with the self-confidence and skills to live, learn and thrive in a diverse and rapidly-changing world.

What is Bullying?

Colman Junior School's definition of bullying is as follows:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can include:

physical, verbal, emotional, sexist, racial, homophobic, disablist and cyber bullying.

The aim of our anti-bullying policy

- To assist in creating an ethos in which attending Colman Junior School is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at our school.
- To enable everyone to feel safe while at our school and encourage children to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying

Practice and Procedures

What we do to prevent bullying

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. Through the consultation process, all stakeholders have agreed to:

- be supportive of each other.
- be positive role models.
- celebrate diversity.
- convey a clear understanding that we disapprove of unacceptable behaviour.
- be clear that we all follow the behaviour policy of Colman Junior School.
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice.
- support each other in the implementation of this policy.
- report any incidents of bullying.

Staff have agreed to:

- provide children with a framework of behaviour including rules which support the whole school policy .
- raise awareness of bullying through activities, assemblies, stories, role-play, discussion, peer support, school council, PSHE etc.
- through the head teacher, keep the governing body well-informed regarding issues concerning behaviour management.
- provide a key staff member who is responsible for the monitoring of the policy .

Pupils have agreed to:

- report any incidents of bullying to a member of staff, whether directed at themselves or at somebody else.
- take responsibility for personal behaviour and actions and treat one another with respect and kindness.
- with the help of staff and parents/carers, create a positive working atmosphere within school where bullying is regarded as unacceptable, difference is celebrated and discrimination is actively challenged.
- respond to requests for information, opinions and suggestions to help improve the anti-bullying work of the school.

Parents/carers have agreed to:

- demonstrate positive support for the school's anti-bullying and behaviour policies.
- model appropriate behaviour at all times within the school grounds.
- report to the school any concerns regarding pupils involved in bullying.
- support work undertaken by the school to promote equalities, celebrate difference and challenge discrimination.

Governors have a duty to:

- be fully informed on matters concerning anti-bullying.
- regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- identify one governor to lead on anti-bullying within school leadership.

Through the development and implementation of this policy, Colman Junior School trusts that all children, young people, parents/carers and staff will:

- feel confident that everything is being done to make our school a safe and secure environment.
- know who can be contacted if they have any concerns about bullying.
- feel supported in reporting incidents of bullying.
- be reassured that action regarding bullying will take place .

Reacting to a specific incident

Recording

All incidents, either in or out of class, will be recorded by the school according to the Behaviour Policy. Mrs. Sandford or Ms. Smith will take responsibility for ensuring that the incident is properly recorded on the school's behaviour tracking system and that the record is updated as necessary throughout an investigation. Parents of all children involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Dealing with an Incident

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved. The school community needs to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has been taken.

We expect to support all involved by:

- talking the incident through with all parties involved.
- supporting the person who has been bullied to express their feelings.
- supporting the person displaying the bullying behaviour to express their feelings.
- discussing which rule(s) have been broken.
- discussing strategies for making amends.

Measures will be in line with the school's behaviour policy, and may include:

- explanation why the inappropriate behaviour is unacceptable.
- reparation of damaged relationships.
- time away from an activity.
- meeting with staff, parent and child.
- missing an activity.
- time out from the classroom.
- pastoral support plan.
- formal letter home from the head teacher expressing concerns.
- involvement of outside agencies, e.g. Point 1, primary behaviour outreach team.
- fixed term exclusion.
- permanent exclusion.

Safeguarding procedures will be followed when child protection concerns arise.

Review of policy

This policy will be reviewed annually. It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The stakeholders of this policy are children, staff, parents and carers, governors, and people from other organisations involved with the life of Colman Junior School (including after-school clubs, transport staff etc.). Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and is reported to governors termly.

