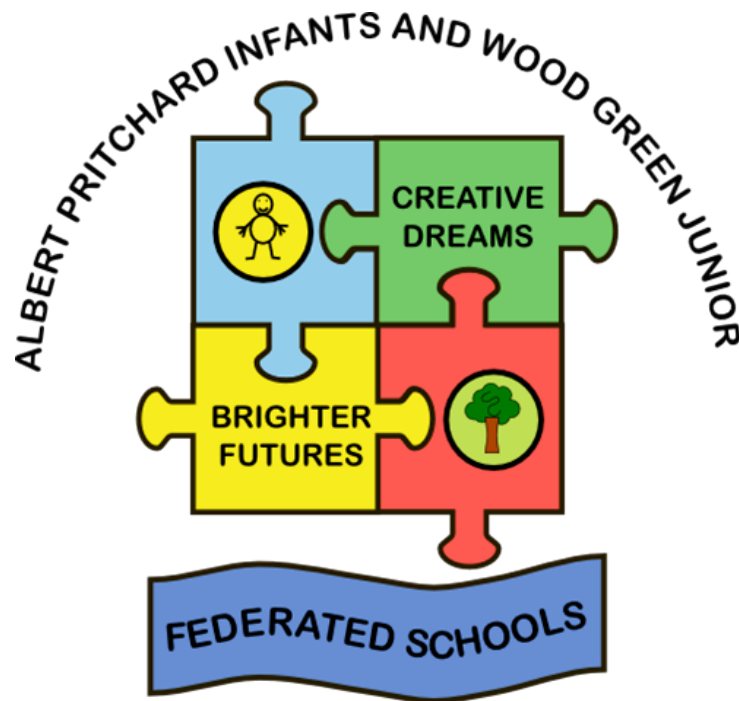


Albert Pritchard Infant and Wood Green Junior Federated Schools



Anti Bullying Policy

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2018 and ‘Sexual violence and sexual harassment between children in schools and colleges’ guidance. The setting has also read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

Reviewed: September 2018

Date of next review: September 2019

What is Bullying?

Bullying can be defined as “behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, July 2017)

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children’s emotional development.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. Bullying is **several times on purpose** (STOP). This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying

Preventing Bullying

Bullying in school is everybody’s problem. Silence and secrecy nurture bullying. All staff, parents and children must be aware that bullying exists and through recognition of this fact and the shared commitment to combat bullying, the school will become a happier place for everybody. All parents, pupils and staff need to be very clear about the school’s policy and procedures on bullying. The school’s Behaviour Policy (using the ‘Behaviour Recovery’ approach) has been designed to enhance pupils’ behaviour and to avoid any possible incidents of bullying.

Our School Community

- Monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports staff to promote positive relationships to help prevent bullying.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND. Being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the antibullying policy.
- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises the potential impact of bullying on the wider family of those affected so will work in partnership with parents/carers regarding all reported bullying concerns and will seek to keep them informed at all stages.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from the Local Authority and other relevant organisations when appropriate.

Responding to bullying

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- The Executive Head Teacher/Designated Safeguarding Lead (DSL) or another member of the leadership staff will interview all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. If required, the DSL will collaborate with other schools. Appropriate action will be taken,

including providing support and implementing sanctions in school and the school's behaviour policy. in accordance with this policy

- A clear and precise account of bullying incidents will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Supporting the pupils

We must ensure that all pupils know that the school cares about bullying. Pupils need to know that they should speak out. Pupils will have the opportunity to write down any worries on paper and put it into a worry box present in each classroom. We must all work together through the curriculum, assemblies and displays in order to get the message across. The school's Senior Leadership Team will play a vital role in monitoring the successful implementation of the policy. Pupils will be given opportunities to talk about bullying in general – through PSHE, VALUES curriculum, Circle Time, Pupil Parliament, follow up to assemblies etc. We will work with the pupils to restore their self-esteem and confidence.

Supervision of key areas/time in school

All staff must be alert and observant at all times both inside and outside the classroom e.g. playground, the hall, corridors and toilet areas. The lunchtime period is a time when pupils are most at risk and could be exposed to bullying. Lunchtime supervisors, who also adhere to the school's Behaviour Recovery Policy, must communicate with class teachers or Senior Staff, as appropriate, in the event of unacceptable behaviour including possible bullying concerns. Any lunchtime incidents, however trivial, are logged in Lunchtime supervisor log books and will be given to a Senior Leader at both schools so that any pattern can be deducted. At break times all staff must be vigilant at all times.

Any incident involving bullying is to be reported straight away to the Assistant Head Teacher, Deputy Head Teacher, Executive Head Teacher.

In classrooms teachers need to be aware of hidden indicators of possible bullying e.g. body language, pupils who seem withdrawn or isolated, whilst the underlying cause may not be necessarily be bullying, all concerns must be discussed with the Deputy Head or Assistant Head Teacher who will feedback to the Executive Head Teacher.

Building on the school's existing policies

The School's Aims, Behaviour Policy, Anti- Racist Policy, Equal Opportunities Policy and classroom code of conduct have very clear guidelines regarding what constitutes acceptable/unacceptable behaviour towards other people. The Anti-Bullying initiatives reflect the principles contained in these documents.

**We will not tolerate bullying at Albert Pritchard Infant and Wood
Green Junior Federated Schools**