



High Bank Junior Infant and Nursery School

Anti-bullying Policy

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Anti-bullying Policy

This policy should be read in conjunction with the school's Relationship policy and the schools mental health and well-being policy.

1. A definition of bullying

The Anti-Bullying Alliance and its members have an agreed shared definition of bullying based on research from across the world over the last 30 years.

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.

Bullying can be between:

Pupil on pupil
Pupil on staff
Staff on pupil
Adult on adult

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

These things can happen at school or at home, but they can also happen on line, through text messaging or on social networks. They need to be happening repetitively to be called bullying.

2. Aims and objectives

2.1 At High Bank School we aim, to produce a safe and secure environment where everyone can learn without anxiety. We firmly believe that bullying of any kind, is wrong and damages the mental health and well-being of individual children. Therefore, we do all we can to prevent it, by developing an inclusive school ethos in which bullying is regarded as **unacceptable**.

2.2 We aim to make sure that all those connected with the school, adults and children, are aware of our opposition to bullying.

2.3 The prime responsibility for all members of the school community is to deal swiftly with any incidents of bullying or concerns they may have that someone is being bullied.

2.4 All the staff linked to our school have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of personal safety and well-being. They have the closest knowledge of the children in their care and should build a relationship involving mutual support, trust and respect for all.

3. The Governing Body will:

- Be jointly responsible with the school's Senior Leadership Team (SLT) for the Anti-bullying Policy, and for ensuring that it is regularly monitored and reviewed.
- Support the staff and the Headteacher in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of the policy

4. The Headteacher will:

- Be responsible for the implementation of the Anti-bullying Policy
- Determining measures on the behaviour and discipline that form the school's Behaviour Policy
- Encourage good behaviour and respect for others throughout the school
- Ensure all staff and adults in school provide the children with good role models.
- Ensure all incidents of bullying are recorded
- Ensure all incidents of bullying are dealt with and reported to the appropriate personnel.
- Ensure that bullying is addressed as part of the curriculum, including though themed days/events.
- Inform parents/carers with regards to specific incidents of bullying involving their child.
- Ensure that the school policy will be monitored and updated with the Governing Body on an annual basis.

5. The staff will:

- Provide children with a good role model
- Provide the children with a good framework of behaviour including rules which support the whole school policy.
- Encourage children to come to them with any worries or concerns

- Behave in a respectful and caring manner to students and colleagues to set a good tone and help create a positive atmosphere in school.
- Always take action when there are concerns about bullying.
- Report and record all allegations of bullying following the school's procedures in the schools bullying incident log

6. Parents/Carers

We expect parents/carers to:

- Keep us informed about any aspects of their child's behaviour which may indicate a problem regarding bullying.
- Contact the school immediately if they know or suspect that their child is being bullied.
- Work in partnership with the school to bring an end to the bullying.
- Contact the school if they know or suspect that their child is bullying another pupil.

7. Pupils

We want our pupils to feel safe and enjoy their time in our school free from bullying.

We expect that pupils will:

- Support the Headteacher and staff in the implementation of the policy and create and share their own anti-bullying charter (see appendix 1)
- Not bully anyone or encourage and support bullying by others
- Tell a trusted adult if they are being bullied. (either a member of staff or a parent)
- Act to prevent and stop bullying through telling an adult if they know or suspect someone else is being bullied.
- Know that to be a 'bystander' is not acceptable and understand how their silence supports bullying and makes them, in part, responsible for what happens to the victim.

8. Within School

8.1 When any bullying has taken place between members of a class, the teacher will deal with the issue immediately, in line with the school's Relationship Policy. This may involve counselling and support for the victim and consequences for the offender.

8.2 Using PSHE, SEAL and SMSC approaches, restorative time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. If a child is repeatedly involved in bullying, the Headteacher and the SEND lead are informed. The child's parents or carers are invited into the school to discuss the situation. In more extreme cases the Headteacher may contact external support agencies.

8.3 All members of staff know to follow school policy and procedures with regard to the relationships policy.

8.4 Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. The ethos of the school is to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

8.5 All children know who they can turn to for help, inside and outside of school

9. Staff

9.1 We want our staff to feel safe and spend their time in our school free from bullying. Any incidents of bullying will be dealt with promptly by the Head Teacher. This will include vexatious rumours, including those made on social media sites, which seek to undermine the reputation of the school and its staff.

9.2 Members of staff who feel they are being bullied should inform the Head Teacher who may take advice from the Local Authority.

9.3 If a teacher feels that they are being bullied by a member of the Senior Leadership team then they should follow the school's grievance procedure.

10. Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to the Governing Body on the effectiveness of the policy. It is reviewed annually.