



Anti-bullying Policy

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Introduction

The Anti-Bullying Alliance describes bullying as: *“The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim.”* Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, sending offensive messages, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. Bullying can happen to anyone.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent (isolated cyberbullying incidents may be seen as one-off incidents but if sent to a range of pupils would be seen as bullying).

Friendship fall outs are seen as accidental, occasional, no power imbalance or hierarchy, those involved show remorse and want to resolve the situation – this is different to deliberate isolating or excluding children from groups.

This policy covers all types of bullying including:

- Race, religion or culture
- Special educational needs
- Appearance or health conditions
- Sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying
- Sexist or sexual bullying

Jordans School is aware that it is possible that the bully may be an adult and will impose appropriate sanctions and if necessary follow safeguarding procedures where this is the case.

Aims and Objectives

Jordans School Anti- Bullying Policy outlines what we will do to prevent and tackle bullying.

Our anti-bullying policy aims to:

- Promote respect and tolerance for each other, including and engaging with everyone's perception of bullying.
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.
- Clarify for children and staff what bullying is and that it is always unacceptable.
- Explain to staff, children and the whole school community why bullying and harassment occur and their impact on individuals and the school as a whole.
- To have in place an anti-bullying support system, that all staff and children understand and to apply the system consistently.

Our school community:

- Will discuss, monitor and review our anti-bullying policy on a regular basis.
- Will support staff to promote positive relationships and identify and tackle bullying appropriately.
- Will ensure that children are aware that all bullying concerns will be dealt with sensitively and effectively; that children feel safe to learn; and that children abide by the anti-bullying policy.
- Will report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Will seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.
- Will record cases of bullying in an incident book, stating what has happened and the action taken.

Preventing and responding to bullying

What we do to prevent bullying – We will:

- Educate children around our core values – KINDNESS and COURAGE



- Educate children around our behaviour expectations – SAFE, RESPECT, READY



- Ensure that all staff in school has the above value cards and behaviour expectation cards on their ID lanyards to help guide the children in a consistent manner across the school day.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide opportunities to develop children's social and emotional skills, including their skills of resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through information and displays, through themed national campaigns, through peer support and through the school council.
- Train all staff to identify bullying and follow school policy and procedures on bullying.
- Actively create 'safe spaces' for vulnerable children.

The clear message to all children is that if you see bullying, pause before reacting, talk to a trusted adult and reach out to the person under attack.

Encouragement to tell

We actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that action will be swiftly taken which is sensitive to their needs. Disclosure (telling an adult/peer) can be direct and open or indirect and anonymous. We teach the children to understand that not telling someone means that the bullying is likely to continue. The message of 'telling' runs through curriculum opportunities such as assemblies, School Council, circle time, PSHE and focused Anti-Bullying weeks.

Roles in the prevention and response to bullying

Staff:

We expect staff to:

- Provide children with a framework of positive behaviour including school rules which support the whole school policy.
- Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good example of behaviour and help create a positive atmosphere.
- Provide pupils with a good role model.
- Raise awareness of bullying through stories, role-play, discussion, circle time, school council, PSHE, RE and assemblies.
- Through the Headteacher, keep the Governing Body well informed regarding issues concerning behaviour management.
- Regularly gain views from the children and parents on the extent and nature of bullying.
- Ensure children know how to express worries and anxieties about bullying through on going discussions throughout the curriculum.
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve children in anti-bullying campaigns in schools.
- Publicise the details of help lines and websites in school and on our own school website.
- Offer support to children who have been bullied, engaging with outside professionals when appropriate.
- Work with children who have been bullying in order to address the issue/s and put an action plan in place.

All staff are aware that safeguarding issues can manifest themselves via bullying. This can escalate to peer on peer abuse, physical abuse, sexual violence and harassment.

Appendix 1 highlights 'bullying myths' and Appendix 2 has a list of relevant resources and useful websites.

Parents/Carers

We expect that parents/carers will understand and engage with everything that is being done to make sure their child enjoys and is safe at school. We will ensure parents/carers:

- Know who to contact if they are worried about bullying including where to locate our complaints procedure.
- Feel confident that everything is being done to make sure their child is happy and feels safe at school.
- Are informed about and fully involved in all aspects of their child's behaviour

We will work with parents/carers to address issues beyond the school gates that could possible give rise to bullying.

Governors

We expect that Governors will:

- Support the Headteacher and the staff 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 this policy.

Tackling bullying

Recording

Incidents clearly identified as bullying must be reported to the Headteacher who is responsible for anti-bullying. All incidents and the follow up action will be recorded in the Incident book. This book is located in the Headteacher's office. Incidents are also disclosed in weekly staff meetings, where all teaching staff can raise any concerns. These incidents are also recorded in the Incident book.

Dealing with an incident

Bullying incidents discovered at Jordans School will be taken seriously and support will be provided for the person being bullied and the person who is the bully.

Jordans School will support all involved by:

- Talking through the incident with the child being bullied and the bully.
- Keeping Parents/Carers of both the bullied and bully fully informed at all stages.
- Helping the child being bullied and the bully to express their feelings.
- Talking about which School Rule(s) has/have been broken.
- Discussing strategies for making amends.
- Close supervision of the children involved during all school activities.

Sanctions may include:

- Time away from an activity within the classroom.
- Missing break or another activity.
- Close supervision of the children involved during all school activities.

- Formal letter home from Headteacher, also regular meetings with the Parent/Carer.
- Behaviour Support Plan.
- Exclusion (internal/external).

Parents/carers (of both the child being bullied and the bully) will be informed of what has happened, and the action taken. A record will be made of these discussions and if necessary independent witnessing of action taken and recording of information can be used to ensure accurate evidence is retained.

Appendix 1

Bullying myths

There are many myths surrounding the issue of bullying, some of which can trivialise a worrying situation. Bullying should not be tolerated in any form, or for any reason. <https://anti-bullyingalliance.org.uk/> has developed a useful list which busts some of the myths surrounding the issues of bullying:

Myth: Bullying is a normal part of childhood and you should just ignore it

Fact: Bullying is not “normal” or acceptable in any form and ignoring might not always make it stop. If you can, please confide in someone you trust such as a parent or teacher to help you get it stopped. Bullying can knock your self-esteem and confidence.

Myth: It is ok to hit someone who is bullying you, it will stop it.

Fact: It’s understandable that you may be angry but if you were to get violent or aggressive it may make matters much worse as you may get into trouble too.

Myth: Bullies are born this way, it’s in their genes

Fact: Bullies often adopt this behaviour from their environment or sometimes, it’s a reaction from them being bullied by others. Whatever the case, it is not right.

Myth: Bullying only happens in schools

Fact: This is not the case at all, bullying can happen to anyone at any place. It may be out of school, at university or even college. It can happen when you are out with mates or on the way to or from school.

Myth: You can spot a bully from the way they look and act

Fact: There is no such thing as a way a bully looks or acts. There is no specific dress code or behaviour code.

Myth: Online bullying is just banter and harmless

Fact: People being bullied online is a very serious issue, the bullying can go viral very quickly and make the problem escalate quickly. It is important to take a screenshot of any conversations, messages or posts that you feel are bullying so that you have a record.

Myth: Cyberbullying doesn’t involve physical harm so what’s the harm?

Fact: Actually, some people have committed suicide as a result of not seeing any way out of the

non-stop harassment, threats and abuse. The emotional scarring stays for a lot longer and sometimes a person will never get over this. Some websites allow people to post anonymously which can mean it is very hard to stop this abuse.

Myth: Cyberbullying can only affect someone if they are online and have an account too

Fact: This is not true, we often hear of pages and fake accounts being created without a person's permission or knowledge. This sort of cyberbullying is on the increase and is just as serious as any other form of bullying.

Myth: It is not bullying if someone deletes the comment or post

Fact: Regardless of hitting delete, once something is posted online it gets its own unique URL which means that it can stay on cyberspace even if you hit delete.

Myth: If bullying is so bad, why don't they have a law about it?

Fact: Some forms of bullying are illegal and should be reported to the police including violence or assault, theft, repeated harassment or intimidation, e.g. threats and abusive phone calls, emails or text messages and hate crimes.

Myth: Reporting a bully will make things worse

Fact: You may worry that reporting a bully might make the bullying escalate. It is important to confide in someone you trust so that you can have some help in getting the necessary support to get this stopped.

Myth: It is easy to spot the signs of bullying

Fact: It is not always easy to spot the signs of bullying as it is not always physical and obvious. Emotional, verbal and online bullying can often leave scars that people don't see.

Myth: Children grow out of bullying

Fact: Quite often children who bully may grow up to be adults who bully or use negative behaviour to get what they want, unless there has been intervention and their behaviour challenged by the relevant authorities, whether it be school or parents, etc.

Please visit the Bullying UK website for information on a wide range of bullying issues, including advice on how to deal with [verbal](#), [homophobic](#), [racist](#) or [sexual](#) bullying.

Appendix 2

Resources and Useful Websites:

There are a wide range of places where you can obtain information on all types of bullying, as well as advice and support. Some of these links are listed below:

[Gov.uk](https://www.gov.uk)

[Bullying & the law](#): Please visit the website for guidance on bullying in schools and the law

[Childline UK: Bullying Page](#)

[Cyberbullying](#) provides information on cyber-bullying; what it is, how to deal with it and the support that is available

For Children & Young People

Bullying UK

www.bullying.co.uk

Tel: 0808 800 2222

Child Exploitation & Online Protection Centre (CEOP)

www.thinkuknow.co.uk

Childline

www.childline.org.uk

Tel: 0800 1111

Kidscape

www.kidscape.org.uk

Tel: 0207 730 3300

For Parents and Carers

Parentlineplus

www.parentlineplus.org.uk

Know IT All

www.childnet.com/KIA