



ANTI-BULLYING POLICY

Statement of Intent

Palfrey Junior School is committed to provide a caring, friendly, supportive environment, where children can enjoy and achieve in a relaxed and secure atmosphere without the fear of being bullied. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils are able to tell and know that incidents will be dealt with promptly and effectively.

Aims:

- Bullying is wrong. 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 pupils can learn without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to create a supportive environment for the victim and also for the bully; in order to change patterns of behaviour and attitudes towards others.

Objectives of this policy:

- Governors, teaching staff and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils know what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- **Bullying will not be tolerated at our school**

Definition of Bullying & Child on Child (formally Peer on Peer Abuse)

Bullying is hurtful behaviour by an individual or group, intended to hurt someone either **physically or emotionally** and **repeated over a period of time**. Many experts say that bullying involves an imbalance of power between the perpetrator and the victim that can result in the **intimidation** of a person or persons through the **threat** of violence or by isolating them either physically or online.

Child on Child Abuse (formally Peer on Peer abuse). Child on Child abuse occurs when a young person is exploited, bullied and / or harmed by their **peers** who are the same or similar age; everyone directly involved in **Child on Child abuse /peer on peer abuse** is under the age of 18

It takes many forms and can include:

- name-calling, taunting, mocking and making offensive comments
- excluding people from groups (social isolation)
- gossiping and spreading hurtful or untruthful rumours

- kicking, hitting, pushing
- taking belongings
- offensive graffiti
- sexual violence or harassment
- cyber bullying – including sending inappropriate, offensive or degrading text messages, emails or instant messages via the internet, setting up websites designed to embarrass or upset individuals or excluding them from social networking sites.

Pupils are bullied for a variety of reasons including:

- ethnic background, religion or culture
- disability, special educational needs or being particularly able, gifted and talented
- sexual orientation gender (including sexualised bullying)
- size, appearance or health conditions
- social or economic status (poverty, class)
- age/maturity
- home circumstances – certain groups such as pupils in public care, or young carers
- those with same sex parents/carers or whose parents/carers have mental health difficulties

<https://www.gov.uk/bullying-at-school/the-law>

Signs of Bullying

Pupils who are being bullied may show **changes in behaviour**, such as

- Becoming shy, nervous or emotional
- Feigning illness or taking unusual absences
- Clinging to adults.
- There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Strategies to prevent bullying

1. Open door policy for pupils and parents to come and talk to staff.
2. Designated learning mentor (Miss Thomson) available for children to speak to if they have any problems or worries.
3. We let children know that they will be listened to and that it is correct to tell an adult about bullying.
4. The Happiness Survey gives children the opportunity to share their feelings and emotions and specifically asks about friendships and bullying.
5. Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, SMSC, assemblies and subject areas, as appropriate.
6. All children take part in Anti-bullying week and complete a wide range of activities, which we share during special assemblies.
7. The Well-being curriculum (weekly activities) places emphasis on friendships, kindness, feeling safe, confidence, marvellous me.
8. Online safety training/ activities take place regularly throughout the year.

9. Positive messages regarding acceptable behaviour are transmitted daily through our ethos, relationships and behaviour management policy.
10. We positively encourage children to play games and to be friendly; we try to make the play areas interesting for children and provide lots of opportunities for collaborative play.
11. Childline posters and anti- bullying posters displayed around the school and in toilets.
12. Assemblies on aspects of bullying.
13. Periodic training for all staff.

What to do if bullying occurs

Pupils are encouraged to report bullying in schools immediately. All adults in school must be alert to the signs of bullying and act promptly and firmly.

Single incidents of hurtful behaviour may still leave the targeted pupil fearful of repetition and should always be addressed and investigated. Regular follow ups must be conducted to ensure no further incidents have occurred and all problems have been thoroughly resolved.

Procedures to deal with a report of bullying

The following steps are to be taken when dealing with reports of bullying:

1. When bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
2. If a child has reported an incident of bullying they will be taken to the Pastoral Leader or member of the Senior Leadership Team (SLT), where a full clear account of the incident/s will be recorded.
3. The Pastoral Leader or SLT will interview all concerned and will record their findings.
4. The appropriate disciplinary action will be taken in line with the schools "Good to be Green" behaviour policy.
5. Incidents of bullying must be reported to the Head teacher
6. Parents of all parties will be informed of the situation and meetings arranged to discuss the incident, consequences and future actions.
7. All relevant staff will be kept informed and a designated 'go to person' will be organised in class for the child; this member of staff will keep a close eye on the child and will be a reassuring and supportive figure who the child feels comfortable talking to.
8. Regular follow ups/ check in conducted to ensure no further incidents occur and all problems have been thoroughly resolved.

Outcomes

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience, and their feelings.
- Immediate reassurance and continuous support; from their 'go to person' and learning mentor.

- If necessary a referral to mentoring to help restore or improve self-esteem and confidence. Where the child learns to;
 - Appreciate himself/herself as a unique person
 - Explore feelings
 - Value his/her own achievements
 - Voice own needs and refuse some requests
- Role play sessions where the child learns to:
 - Rehearse situations and their possible outcomes
 - Utilise strategies to respond to situations

Pupils who have bullied will be helped by:

- Discussing what happened/giving their account of events
- If necessary a referral to mentoring for sessions, where the child can learn to:
- Establishing the wrong doing and need to change
 - Examine his or her own behaviour
 - Explore better ways of relating to their friends
 - Decide what is unacceptable
 - Think about what makes other children unhappy
 - Empathise with the feelings of others
 - Utilise less provocative behaviour
 - Control anger
 - Relate with peers less aggressively
 - Engage in calmer play

Involving other:

- Inform the class teacher and the Head as appropriate.
- Inform colleagues to be vigilant, especially dinner supervisors
- Identify a 'go to person'
- If appropriate, the parents of both bully and victim are informed and their support sought.
- If bullying continues referral of the bully to appropriate agencies for additional support.

Parents:

If any parent has any concern about any aspect of bullying, please feel welcome to come in and discuss it. We strongly urge you to inform us at an early stage if you think your child is being bullied.

If a parent suspects or knows that a child is being bullied:-

- 1) Encourage your child to tell you or write down what has happened. Talk calmly about his/her experience.
- 2) Inform the class teacher or Head teacher immediately.
- 3) Take screen shots or where possible keep any online messages that have been exchanged to share with us at the earliest opportunity.

Supporting guidance for children, staff and parents. There are lots of organisations that provide support and advice if you're worried about bullying:

[Preventing and tackling bullying advice.pdf](#)

[Advice for parents on cyberbullying.pdf](#)

[Cyberbullying Advice for Headteachers and School Staff.pdf](#)

[Keeping Children Safe in Education KCSIE 24](#)

[Online Safety Area Palfrey Junior School Website](#)

- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [Childline](#)
- [The Diana Award](#)
- [Internet Matters](#)
- [Kidscape](#)
- [The UK Safer Internet Centre](#)
- [UK Council for Child Internet Safety \(UKCCIS\)](#)

To be reviewed on a three yearly cycle

Next review 2027 or sooner should changes need to occur.