

# Anti-Bullying Policy 2020-2022

This policy is reviewed every three years and was agreed by the Governing Body of Chellaston Junior School in Summer 2020 **and will be reviewed again in Summer 2022**

Signed: \_\_\_\_\_ Chair of Governors

Date: \_\_\_\_\_

## Non-Statutory Policy

# Chellaston Junior School



“Together we are **stepping to success**. Together we are **working to achieve our best**.”



**Our aim** In striving to become an outstanding school, at CJS we will help ALL pupils to be:

- **Successful Learners** who enjoy learning, make excellent progress and achieve very high standards across the curriculum
- **Confident Individuals** who are able to lead happy, safe, healthy and fulfilling lives
- **Responsible Citizens** who make a positive contribution to British and the global society



### The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

This policy statement applies to anyone working on behalf of Chellaston Junior School, including senior leaders and the board of governors, paid staff, volunteers, sessional workers, agency staff and students.

Our Behaviour and Restraint Policy sets out our code of behaviour for children and includes references to Anti-Bullying procedures at Chellaston Junior School.

### What is bullying?

Bullying includes a range of abusive behaviour that is

- deliberately hurtful
- repeated often over a period of time
- difficult for those subjected to it to defend themselves against
- For the children at CJS, we describe it as **Several Times On Purpose**

More detailed information about bullying is available from [nspcc.org.uk](http://nspcc.org.uk).

## **Legal framework**

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. The NSPCC provides summaries of the key legislation and guidance on:

- bullying
- online abuse
- child protection

## **We believe that:**

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people and to keep them safe

## **We recognise that:**

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.
- Young people who bully are still children themselves. Their behaviour may be bullying behaviour but we must tackle the root cause of their bullying and manage the application of consequences and sanctions in a manner which seeks to support both the bully and the victim; otherwise, the bullying will, more than likely, reoccur.
- There are many reasons why children bully other children. A bully may be struggling with personal problems at home. The bullying behaviour may be the only way they know how to deal with a difficult situation in their personal life, such as parents divorcing, a death of a relative, abuse or humiliation of some sort in their life. This does not mean that bullying behaviour is OK. Sometimes, a bully will pick on someone because they are jealous or because they think that they will be seen as bigger and tougher' and it boosts their damaged ego. For the bully, behaving in a bullying manner is seen as a way to win friends, but this is a myth. All forms of bullying and anti-social behaviour are unacceptable at CJS.

## **We will seek to prevent bullying by:**

- developing a code of behaviour that sets out how everyone involved in our school is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions, about bullying and how to prevent it, with staff, volunteers, children and families who use our school. These discussions will focus on:
  - group members' responsibilities to look after one another and uphold the behaviour code
  - practising skills such as listening to each other
  - respecting the fact that we are all different

- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying
- putting clear and robust anti-bullying procedures in place
- making sure our response to incidents of bullying takes into account:
  - the needs of the person being bullied
  - the needs of the person displaying bullying behaviour
  - needs of any bystanders
  - our school as a whole.
- reviewing the plan developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.

### **Related policies and procedures**

This policy statement should be read alongside our organisational policies and procedures including:

- Behaviour and Restraint Policy
- Staff Handbook
- Safeguarding policy (including the school's procedures for responding to concerns about a child or young person's wellbeing).
- Dealing with allegations made against a child or young person.
- Managing allegations against staff and volunteers.
- Code of conduct for staff and volunteers.
- ICT and Internet Acceptable Use Policy (for responding to concerns about online abuse).
- Equality and diversity statements in all policies.
- Equality Plan

### **How do we tackle bullying?**

At CJS, we recognise that bullying can exist in all schools.

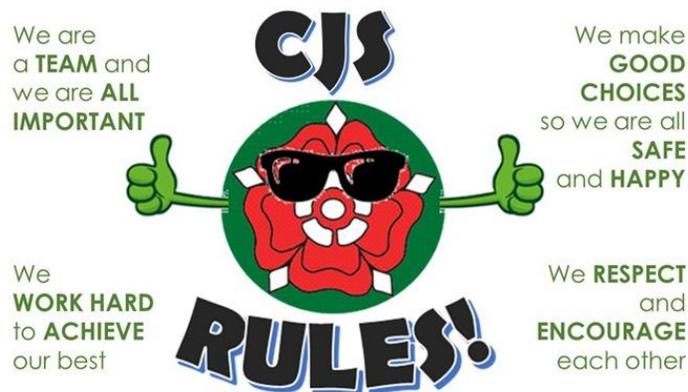
It may be:

- physical - hitting, kicking, taking belongings
- verbal - name calling, insulting, making racist remarks
- indirect - spreading nasty stories about someone, **intentionally** excluding someone from social groups (especially encouraging children not to play with another child)

- via text messages or internet communication

Pupils will be told about bullying in assemblies and will have opportunities to discuss the issue in class during PSHE lessons. The message to pupils about bullying is that they must always tell. The following is a summary of the school's approach to any incidents of bullying:

- Pupils will be listened to
- The child displaying bullying behaviour will be challenged with the information
- Both sets of parents will be informed about the bullying which has taken place
- Children who display bullying behaviour will be given clear guidelines about their future acceptable behaviour
- The school will do all it can to prevent bullying
- Pupils are encouraged to **Start Telling Other People** if somebody is upsetting them, using the Poster in Appendix 1 of this policy (**If Someone is Being Unkind to You**).
- All classes repeat and display the messages at regular intervals during the year. Posters are displayed throughout school.



### CJS School Rules

All children and adults are expected to follow the school rules. They are designed to prevent and discourage bullying by encouraging empathetic behaviours from all school stakeholders

### 'Something to Say?'

Children who don't want to directly talk to an adult, if they are worried about bullying, can complete a 'Something to Say?' slip. If children have a particular worry which they don't feel confident to speak to an adult about in the first instance, they are encouraged to complete the slip (appendix 2) and put it in the class 'Something to Say?' box. Children can indicate which member of staff they would like to talk to. In order to avoid the 'Something to Say' box creating negative perceptions, it can also be used for children to let us know something they are happy about. The box is checked on a regular basis in each class and notes are passed to relevant members of staff in the **Pastoral Support Team**.

- **R**espect everyone's rights, property and feelings
- **U**nkind words, feet and hands are kept to ourselves
- **L**isten carefully and follow instructions from adults at the first time of asking
- **E**veryone looks out for each other
- **S**afely walk when we're inside the building

### Sexual Violence and Sexual Harassment (SVSH)

We have a culture where any sexual misconduct is seen as unacceptable and not "banter" or just "part of growing up". We recognise that certain groups of children may be more vulnerable including girls, pupils who may be, or perceived to be, LGBT+ and pupils with SEND.

The school records any incidents of SVSH alongside any racist, derogatory or abusive behaviour, which is reported to Governors on a termly basis.

Breaches of any of the above will be managed following the school's Behaviour and Restraint Policy

### **Bullying outside of school**

Head teachers of state schools have the legal power to make sure pupils behave outside of school premises, "to such an extent as is reasonable". At CJS, we have in place a range of options and rewards to reinforce and praise good behaviour and clear sanctions for those who do not comply with the school's behaviour policy. These will be proportionate and fair responses that may vary according to the age of the pupils, and any other special circumstances that affect the pupil.

We expect our pupils to behave in a kind and caring way towards each other at all times so the scope of consequence will include the option to respond to bullying that happens anywhere off the school premises, for example on public transport, in the centre of Chellaston or online.

School staff can also choose to report bullying to the police if all other efforts to resolve, stop and prevent re-occurrence have failed.

Our aim at CJS would be to instigate enough preventative measures to ensure that the above is not necessary but if parents and/or children are concerned about bullying outside of the school premises and they have exhausted their own options to tackle this (i.e. liaising with other parents, supporting their child to make preventative choices, calling the police) the school can support in finding a resolution.

### **Guidance for parents**

If you think your child has been bullied:

- Calmly talk with your child about his/ her experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/ she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.
- Make an appointment to see your child's teacher.
- Explain to the teacher the problems your child is experiencing.

When talking with teachers about bullying:

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue.

If you are not satisfied:

- Check with the school anti-bullying policy to see if agreed procedures are being followed.
- Discuss with teacher/learning mentor.
- Make an appointment to discuss the matter with the Head teacher and keep a record of the meeting.
- If this does not help, follow the school complaints procedure.

If your child is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people.
- Try to separate, in your mind, your child's 'behaviour' from the child themselves. You love your child and you want them to be the best they can be but they sometimes make mistakes. Be prepared to accept that your child may have behaved unkindly and in a bullying manner towards another child or children and show support for the school to improve the situation for both the victim and your child.

If your child is experiencing any form of electronic bullying:

- Ensure your child is careful whom they give their mobile phone number, e-mail address and usernames to.
- Check exactly when a threatening message was sent.
- Take screenshots
- Support your child to report cyberbullying to the social media site so they can take action against users abusing the terms of service.
- Where necessary, report incidents to the police.

### **Advice for Parents to Share with Children**

There is no simple solution to bullying or cyberbullying, or a fool proof way to handle a bully, but since cyberbullying is rarely limited to one or two incidents (it's far more likely to be a sustained attack over a period of time) children will have to be relentless in reporting each and every bullying incident until it stops.

There is no reason for children to ever put up with any kind of bullying.

Tell your child:

**Don't blame yourself.** It is not your fault. No matter what a bully says or does, you should not be ashamed of who you are or what you feel. The bully is the person with the problem, not you.

**Try to view bullying from a different perspective.** The bully is an unhappy, frustrated person who wants to have control over your feelings so that you feel as badly as they do. Don't give them the satisfaction.

**Don't beat yourself up.** Don't make a bullying incident worse by dwelling on it or reading cyberbullying messages over and over. Instead, delete any messages and focus on the positive experiences in your life. There are many wonderful things about you so be proud of who you are.

**Learn to manage stress.** Finding healthy ways to [relieve the stress](#) (click for advice on stress management) generated by bullying can make you more resilient so you won't feel overwhelmed by negative experiences. Exercise, meditation, positive self-talk, muscle relaxation, and breathing exercises are all good ways to cope with the stress of bullying.

**Spend time doing things you enjoy.** The more time you spend with activities that bring you pleasure—sports, hobbies, hanging out with friends who don't participate in bullying, for example—the less significance bullying or cyberbullying will have on your life.

## **Equality Statement**

At Chellaston Junior School, we actively seek to encourage equity and equality through our teaching. As such, we seek to advance the equality of opportunity between people who share any of the following characteristic:

- sex;
- ethnicity;
- disability;
- religion or belief;
- sexual orientation;
- gender reassignment;
- age;
- civil partnerships;
- pregnancy or maternity.

The use of stereotypes under any of the above headings will always be challenged.

## **Inclusion**

Our school is an inclusive school. We aim to make all pupils feel included in all our activities. We try to make all our teaching fully inclusive. We recognise the entitlement of all pupils to a balanced, broadly-based curriculum. We have systems in place for early identification of barriers to their learning and participation so that they can engage in school activities with all other pupils. We acknowledge the need for high expectations and suitable targets for all children.

# If someone is being unkind to you Start Telling Other People



If you are sad about how other children are treating you in school:



**Tell your teacher** or an adult in your class straight away



If the problem continues...

Tell your teacher again and they will make sure that **Miss Ballington, Mrs Stephenson, Mr Beeston or Mrs Price** help.

Mr Smythe may need to help with more serious problems which are not yet solved

Your teachers will help you to resolve your problems. If you are worried about anything, you can also put a **'Something to Say?' slip** into the class box to speak to one of the **pastoral support team**.

Remember. **Bullying** is something that happens more than twice

**Several Times On Purpose**. We do not accept bullying at CJS.

If you are unkind to any children in school the teachers and school leaders will investigate thoroughly and, if they think there is bullying happening, parents will be contacted and the **unkind child** will have one or more of the following consequences:

- **Saying sorry**
- **Going onto report**
- **Missed playtimes**
- **Internal class exclusion** (the child behaving unkindly would be in another class for a number of days)
- **A lunchtime exclusion** (the child behaving unkindly would have to go home for lunchtimes for a period of time)
- **Exclusion from school** (the child behaving unkindly would not be allowed in school for a number of days)



**It is an expectation at CJS that all adults and children are kind to each other at all times.**

# Something to say?

 – helping our pupils to talk about their feelings

My Name

My Class

Today's Date

I'd like to tell you that I'm...

please tick

**I am worried about something**

**I am happy about something**



Please tick below to tell us who you would like to talk to

**Mrs Deane-  
Robson**

**Mrs Daintith**

**Miss Bell**

**Mr Smythe**

**My class  
teacher**

**Mrs Price**

**Someone else... Write their name here**

Please tell us what you want to say in the box below

The school staff will write below when they have chatted to you (date, details, sign, hand to JDR)