

Kempshott Junior School Anti-Bullying Policy

Policy Ratified by Governing Body	2nd February 2023	Review 3 Yearly
Date of Review	Spring term 2023	Updated
Date of Next Review	Spring term 2026	

Safeguarding Statement

At Kempshott Junior School we respect and value all children and are committed to providing a caring, friendly and safe environment for all our pupils so they can learn, in a relaxed and secure atmosphere. We believe every pupil should be able to participate in all school activities in an enjoyable and safe environment and be protected from harm. This is the responsibility of every adult employed by, or invited to deliver services at Kempshott Junior School. We recognise our responsibility to safeguard all who access school and promote the welfare of all our pupils by protecting them from physical, sexual and emotional abuse, neglect and bullying.

UNCRC Article 1: Everyone under 18 years of age has all the rights in this Convention.

UNCRC Article 2: The Convention applies to everyone, whatever their race, religion, abilities; whatever they think or say, whatever type of family they come from.

Definition: *Bullying is a behaviour which can be defined as the repeated attack, physical, psychological, social or verbal in nature, by those in a position of power which is formally or situationally defined, with the intention of causing distress for their own gain or gratification. (Besag 1989)*

Aim: At Kempshott Junior School, children are given the confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

To achieve this, children will need to understand that:

- bullying is an intentional, repeated attack by those in a position of power;
- bullying can take many forms, including:
 - verbal bullying, which includes name calling, teasing, insulting, writing or sending unkind notes or messages, including cyber bullying (see later in policy);
 - physical bullying, which includes hitting, kicking and taking or hiding belongings;
 - emotional bullying, which includes being intentionally unfriendly, excluding, tormenting looks and spreading rumours;
 - Prejudice based abuse or hate crime which is motivated by a hostility to a person's age, disability, race, religion, gender identity or sexual orientation.
 - cyber bullying, which includes communication through email, mobile phone texts or calls, whilst playing online games and internet chat room misuse, mobile phone texts or calls and through the use of social websites.

Children also need to understand that:

- there can be specific types of bullying, including bullying related to:
 - age, race, colour, religion, belief or culture;
 - special educational needs, disabilities or health conditions;
 - gender or sexual orientation;
 - young carers, looked after children, adopted children or other home circumstances;
 - choice of friendship group or interests.
- bullying behaviour and any form of harassment is unacceptable;
- bullying is a disciplinary matter.

All adults in school will:

- promote an understanding of what constitutes bullying through the Relationships, Sex and Health Education (RSHE) curriculum; using class, school assemblies, focus weeks etc and knowing how this is different from a friendship issue;
- provide a framework of agreed behaviours on a class basis by involving children in the development of a class charter focussed around our school values.
- support and guide children who are being bullied, or who are bullying others through individual counselling and, where appropriate the use of the school disciplinary procedure;
- encourage children to talk to adults in school about bullying;
- treat all incidents of bullying seriously, and in accordance with the guidelines issued to Staff;
- record all incidents of bullying on the school's online reporting system (CPOMS)
- adhere to the schools' disciplinary and bullying policies and procedures, and ensure that new staff are given these guidelines as part of their induction programme.

The school will monitor incidents of bullying in the following ways:

- they will carry out an annual sampling of children to assess levels of bullying in the school, as part of the annual pupil questionnaire.
- they will report findings to the staff, SLT, the full governing body, parents and children.
- ensure that staff are familiar with a range of restorative practices to address bullying and prevent it happening again.
- Clearly identifying prejudice based incidents and hate crimes and monitor the frequency and nature of them within the school.
- Supporting victims of prejudice based incidents and hate crime.

ANTI-BULLYING GUIDELINES

Kempshott Junior School has a Relationships, Sex and Health Education scheme that forms part of the schools' curriculum. Class Teachers will use this scheme, and other supplementary material to ensure children are taught to recognise and deal with bullying behaviour.

Specifically:

- The policy on anti-bullying will be given to all staff in school;
- Class Teachers will discuss and agree a class charter grounded around the school values. Bullying will be specifically mentioned and the rules will be displayed in the classroom and referred to throughout the year.

Children:

- must tell an adult in school or at home if they are being bullied;
- must understand the term 'bullying';
- must be able to differentiate bullying from friendship difficulties;
- can tell the school council class representative if they feel there is a problem about bullying;
- must understand that adults only can take action, and will take action if they know there is a problem.

All adults in school:

- must listen to children who complain of bullying and treat the matter seriously.

Class teachers should address bullying by:

- Observing & listening to children;
- investigating the problem or incident;
- dealing with the problem – using problem solving approaches, individual counselling, and the schools' disciplinary procedure when appropriate;
- alerting other staff and parents to the problem when appropriate;
- referring the problem to the Deputy/Headteacher when necessary;
- recording incidents of bullying in the whole school anti- bullying folder;
- reviewing the situation to ensure bullying has stopped.

Non-Teaching Staff and Parent Helpers should address bullying by:

- listening to children carefully;
- acknowledging the child's feelings;
- referring the problem to the child's class teacher or another member of staff;
- referring the matter to another member of staff if they feel the incident or complaint has not been resolved.

Monitoring

- the PSHE leader will carry out an annual sampling of children to assess levels of bullying in the school, as part of the annual pupil questionnaire.
- findings will be reported to Stakeholders.

Adults

The school recognises that adults can be victims of bullying. Adults should seek support from another adult they trust, and approach a senior member of staff who is not involved in the bullying