

# Earls Barton Junior School



**We are driven to succeed today, tomorrow and beyond**

## Anti-bullying Policy Document

Last Reviewed: February 2016

Signature of Chair of Governors: .....

Review Period: Annually,

Policy adopted from model policy and procedures issued by EBJS

## **ANTI-BULLYING POLICY**

### **Background**

Earls Barton Junior School is committed to the eradication of bullying in all its forms.

We have adopted the definition of bullying as set out in the Northamptonshire Children and Young People's Partnership Anti-bullying Strategy:

"Bullying is potentially sustained abuse perpetrated by an individual or group upon one or more individuals or groups, which causes distress and harm. Bullying is:

- Deliberately hurtful behaviour
- Repeated over time
- Difficult for those being bullied to defend themselves against

Bullying takes a range of forms including physical, emotional, technological (cyberbullying) and indirect abuse. It can be targeted on different populations and communities, including ethnic minorities, gay, lesbian, bisexual and transsexual groups, people with mental health needs and people with physical and learning disabilities.

Bullying is a misuse of power and may reflect unhappiness and low self-esteem in all parties, both bullies and victims".

This policy should be read in conjunction with the School's Behaviour policy. It is reviewed annually and shared with all parents via the new parents evening and the children as they enter the school in Year 3 and at regular intervals throughout their four years.

We aim to create an environment in which every child feels safe and where an ethos of open communication enables any child who feels insecure to be confident of receiving a sympathetic hearing.

### **Strategies**

#### **1) Preventing bullying**

All children are encouraged to speak openly to members of staff should they be or feel bullied.

Repeated incidents/individuals named are noted and will require further action from their Head Teacher. (See action).

## 2) Dealing with bullying – Action

When the school comes across bullying we:-

- remain calm – reacting emotionally may add to the bully’s fun and give them control of the situation
- take the situation or report seriously
- take action as quickly as possible
- consider whether action needs to be private or public
- follow the 7 point “no blame” approach (see below)
- reassure the victim(s) and offer them help, advice and support
- make it plain that we disapprove of bullying and ensure that those responsible are aware of the effect of their actions on the victim
- expect the bully to apologise either in writing or in person
- where bullying occurs the HT will contact parents to discuss their child’s behaviour. This may result in a meeting and a contract being set up if the child has been involved in persistent bullying
- The HT will keep a record of all incidents including actions/outcomes

The “no blame” approach

1. We take an account from the victim and really listen. The circumstances are not particularly important but its effects are. Feelings are noted down and the victim is allowed to express these at length.
2. We convene a meeting of those involved in bullying.
3. We explain there is a problem for the victim and then recount their story in a clear way so that the distress is described.
4. We do not attribute blame but state that we know that members of the group are responsible and can do something about it.
5. We ask all the group members if they can make some suggestions about ways in which they might help. We ask for ways in which the story of the victim could be given a “happy ending”. All the ideas are listed and then we leave it there. We do not go on to extract promise of improved behaviour.
6. We arrange to meet each person involved in about a week to find out how things are going.
7. Throughout this process we convey our belief that the young people involved are not bad, are capable of kind behaviour and that they will help the victim.

The promotion of our school as a “bully-free” zone, is high on our priorities. The high profile given to the policy and procedures is to raise awareness of the issues and continually reinforce our principles. Governors maintain an overview via meetings and the termly Head Teacher’s report. Pupils are made aware of our campaign through discussions in PSHE or other appropriate times where there is a need and through related assemblies. We seek to maintain a high awareness of anti-bullying throughout the year and participate in national campaigns.

This policy is reviewed annually by the governing body