



Anti-Bullying Policy

**Completed by
Rosalie Taylor
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Principles

Minet Junior School promote the 6Rs Values, which are **Resilience, Respect, Readiness to Learn, Reliable, Resourceful** and **Reflective**. We are a welcoming, friendly school, where diversity and difference are celebrated. We are committed to ensuring that every person in school feels safe and is treated with respect: we do not accept prejudice and discrimination of any kind.

Aims

The aim of this Anti-Bullying Policy is to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils. We aim for all pupils to reach their potential socially, emotionally and academically through learning in a supportive, caring and safe environment without fear of being bullied. At Minet Junior School, we recognise that preventing, raising awareness and consistently responding to cases of bullying should be a priority to ensure the safety and wellbeing of our children.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Minet Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy, our School Code of Conduct and the School's Vision, Aims and Values.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Definitions

At Minet Junior School, we define bullying as behaviour that **deliberately intends to cause distress to others and is persistent** and **repetitive** over a period of weeks or months. Bullying involves an imbalance of power or status, so that it is difficult for those being bullied to defend themselves.

The main types of bullying are:

- **Physical** (hitting, kicking, theft)
- **Verbal** (name calling, racist/homophobic/transphobic/sexual/disability/ethnicity remarks)
- **Indirect** (spreading rumours, excluding someone from friendship groups)
- **Cyber** (hurtful text messages, e-mails or comments on social media that could happen beyond the school day into home and private space)

Signs of Bullying

Children, who are being bullied, may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lack of concentration or truanting from school.

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- **Physical:** unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.
- **Emotional:** losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.
- **Behavioural:** asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

Implementation

At Minet Junior School, we have developed our anti-bullying culture in school in many ways – for example, through our Personal, Social and Health Education (PSHE) programme, assemblies and weekly groups with our Learning Mentor. Anti-bullying Week (to raise awareness), E-Safety lessons and workshops. Reducing bullying is everyone's responsibility – every one of us has rights and responsibilities within this framework.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively
- Reports back quickly to parents/carers regarding their concerns on bullying
- Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant organisations when appropriate

Children are given clear advice that if they feel they are being bullied, they must **tell an adult they trust**. If parents/carers suspect bullying, they must talk to the class teacher or a senior member of staff.

All cases of alleged bullying should be reported to the Learning Mentor or a senior member of staff.

In any case of alleged bullying, the class teacher or senior member of staff should take the following actions

- Establish the facts and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Learning Mentor (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together.

- The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation.
- Both parties should be clear that a repeat of these behaviours will not be acceptable.
- All bullying incidents must be recorded on CPOMS.
- Parents of both parties should be informed as well as informing the class teacher.
- If the situation does not improve, the Learning Mentor (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved.
- Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary.
- Any necessary action should be taken until the bullying has stopped

Minet Junior School will offer support to the child who has been bullied by:

- Offering continuous pastoral support and reassurance to the child
- Opportunities to immediately discuss the experience with their class teacher
- Restoring self-esteem and confidence
- Liaising with parents/carers

Children who have perpetrated bullying will have the opportunity to:

- Discussing what happened and why they became involved
- Establishing the wrong-doing and the need to change behaviour
- Ensuring that the child takes responsibility for his/her actions
- Providing appropriate education and support regarding their behaviour
- Identifying strategies to aid them in good decision making
- Applying appropriate sanctions in line with the behaviour policy
- Involving parents/carers
- Involving external agencies where necessary

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Links to other policies

- Good Behaviour policy
- Complaints policy
- Child protection policy
- Online safety and Acceptable Use Policies (AUP)
- Curriculum policies, such as: PSHE, citizenship and computing

Useful links

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: www.minded.org.uk

NSPCC: www.nspcc.org.uk

The BIG Award: www.bullyinginterventiongroup.co.uk/index.php

PSHE Association: www.pshe-association.org.uk

Restorative Justice Council: www.restorativejustice.org.uk

The Diana Award: www.diana-award.org.uk

Victim Support: www.victimsupport.org.uk

Young Minds: www.youngminds.org.uk

Young Carers: www.youngcarers.net

The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools

Monitoring, evaluation and review

This policy will be promoted and implemented throughout the school. We will review this policy and evaluate its implementation and effectiveness every year.