

**Article 19** All children have the right to be safe.

**Article 37** No one is allowed to punish you in a harmful way.



**Cockton Hill Junior School**  
**Anti-Bullying Policy 2020-2021**

We, as a school agree to adopt the County Policy on Bullying.

**Definition of Bullying**

Bullying may be defined as the abuse of power by an individual or group in relation to another individual or group. It may be physical, sexual, verbal or psychological in nature. It may occur frequently or infrequently, regularly or irregularly but it should be taken seriously even if it has only occurred on one occasion.

Central to the definition of bullying is the intent and motivation of the perpetrator which will primarily be to exert power over another in order to cause distress. Bullying is not a phenomenon which occurs solely between children. The above definition can also be seen to characterise some adult/adult, adult/child, and child/adult relationships.

In more serious instances the abuse of power by an adult over a child, or by a child over a child, may be viewed as child abuse and bullying should be seen within this context.

There are many definitions, but most have three things in common: deliberately hurtful behaviour physical or mental, repeated over a period of time, difficulty for those being bullied to defend themselves.

Bullying can take many forms but three main types are:-

- Physical-hitting, kicking, taking belongings.
- Verbal-name-calling, insulting racist/sexist remarks.
- Indirect- spreading nasty stories about someone, excluding from social group.

**Entitlement**

All children have the right to enjoy to their fullest possible education offered in our school. In order to achieve this they need to be educated in an environment which:

- is safe and caring
- provides challenge but is non-threatening
- encourages children to feel secure
- values children's opinions
- shows an awareness of children's needs and attempts to meet these

When a child claims to have been bullied or is suspected of being bullied he/she is entitled to expect:

- that he/she will be listened to and every effort made to establish the facts
- ensure appropriate action will be taken to address children's concerns and ensure there is no recurrence
- that the action school will take be made clear to child and if appropriate child's parents
- Children who are suspected of bullying another child are entitled to expect:
  - that he/she will be listened to
  - to know what action school can take
  - to know what action school intends to take

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Parents are entitled to expect that:

- their child will be educated in safe, caring, non-intimidating and non-violent environment
- school will take all reasonable steps to prevent bullying occurring
- any bullying reported will be investigated according to school's guidelines
- any bullying incident which is found to have taken place will be dealt with in line with school's guidelines

### **Aims**

- to raise awareness of bullying and that it is viewed seriously
- to prevent bullying - build anti-bullying ethos in school
- to deal with bullying in line with school guidelines
- to develop respect and concern for other people

### **Requirements**

Dealing with bullying is the responsibility of all members of staff in school - teaching and non-teaching. All staff must be aware of what action to take when bullying occurs. Alleged victims will be listened to, taken seriously, informed of what action will be taken, ensured that all possible steps will be taken to ensure safety.

Alleged bullies are listened to, taken seriously and informed of what action will be taken. Parents of bullied children are aware of what action school will take when bullying is reported to them and suggest appropriate action on part of parents.

Parents of children who bully are aware of what action school will take when bullying is reported to them and make suggestions about appropriate action parents can take.

Develop close links with feeder schools and local community.

Develop close links with agencies which might be able to offer help:

- Positive Futures Worker
- One Point Servies
- School Nurse
- Educational Psychologist
- Police

Develop cross curricular approach to address issues arising from bullying.

Provide opportunities for training of teaching and non-teaching staff in identifying and dealing with bullying.

The ethos and atmosphere of our school can affect the amount of bullying which occurs. We must be aware of the importance of:- encouraging a listening, telling, believing environment - concerns of the individual are taken seriously and dealt with appropriately ensuring each individual has an important and valued role to play in school encouraging mutual respect minimising confrontation adults providing good role models of behaviour for children close links between staff/pupils/parents use of clearly defined procedures for dealing with inappropriate social behaviour.

### **Action for Dealing with Bullying in School**

Increase awareness through curriculum teaching, books/publications, posters designed by children / leaflets, questionnaires, role play in drama and using children's own experiences.

School staff will investigate pupil complaints, observe social interaction between pupils in class - 1:1 and in groups, use the curriculum to support these actions and ensure that records are kept up to date within schools that monitoring is effective.

### **How School Responds If Bullying Takes Place**

When dealing with bullying we need to focus on the behaviour of the bully rather than the bullies themselves. Immediate steps include ensuring the full views of all parties are gathered and then established and communicated to all. Those involved may be segregate within school if appropriate. Closer supervision and monitoring across school will be put into place if

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required. Records of all incidents will be recorded if required.

### **How to Recognise a Child is being Bullied**

Cuts, bruises or aches and pains which are not adequately explained.

Clothes or possessions belonging to the child are damaged or lost.

The child requests extra money or starts stealing.

The child starts going to school or returning from school at an earlier or later time or starts using a different route.

The child starts refusing to go outside at breaktimes or refuses to stay at school for school dinners.

The child requests to change classes, options or school.

Reluctance or refusal to attend school.

### **Symptoms of Stress**

Any marked change in a child's behaviour, especially in well-established patterns of behaviour, may indicate that the child is under stress.

The child's behaviour may become immature i.e. the child reverts to a previous behaviour such as thumb-sucking or tantrum behaviour.

The child may become withdrawn, clingy, moody, aggressive, unco-operative or non-communicative.

The ability to concentrate and school performance may deteriorate.

There may be sleep or appetite problems.

In some cases, bullying may be a cause of stress. In other cases, it may be family difficulties, the child may be abusing drugs or some other problem may be the cause i.e. homophobic bullying. Whatever the case, sensitive enquiries need to be carried out and help made available to the child.

### **Guidelines for Staff confronted with bullying**

Assure pupil they will be listened to by a member of staff.

Record the incident (class teacher and Head teacher).

Reassure pupil that their safety and well-being will be attended to.

Inform parents.

Meet parents if necessary.

If you suspect a sexual or serious physical abuse follow the appropriate abuse procedures.

Arrange meetings with other members of staff, teaching and non-teaching, directly involved with the victim(s) and bully or bullies.

Keep the pupil informed of action you are taking.

If bullying persists invite parents of both parties to school to discuss the situation.

### **Short term and Long-Term Action**

Counselling, staff training to increase skills in early identification of signs of bullying, record information and action taken in records of all those involved.

### **Guidelines for Children being bullied**

Tell someone you feel you can trust, you will be listened to and we will try to do something about it. We will make you safe. We might need to tell someone else but we will tell you what we are going to do first. We will keep a record of what has happened.

Tell the person who is bullying you that you know they are a bully and you are going to tell someone. Walk away if you can - do not run - do not argue.

### **Guidelines for Parents of Children Being Bullied**

Make time to be with your children and to listen to them.

Do not ignore your children if they say they are worried about being with certain people or in certain places at school.

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Encourage your children to tell you what has been happening at school and in particular to report any trouble they have encountered.

Be vigilant for signs of distress shown by your children.

Be a good listener - listen calmly but with interest.

If your child has been bullied, try to establish the full facts before giving advice. What you need to do depends on the severity of the bullying.

Bullying is never acceptable. Do not tell your child to "Just put up with it". Action needs to be taken to stop the bullying.

Be wary of telling your child to fight back. The bully is likely to be stronger. Your child is likely to be beaten up.

Avoid taking action that is likely to make the situation worse. Do not immediately rush off to deal with the situation yourself.

If it appears that the bullying is not serious, try to establish whether your child will be able to cope by him/herself, with advice and support given by you.

If it appears that it is serious inform the school and we will take appropriate steps, in accordance with the school policy, a copy of which is available for you.

### **Guidelines for Parents of a Child who appears to be Bullying**

If you feel your child is bullying please tell us rather than contacting parents of other children involved. We will discuss your concerns at school and gather as much information as we can to resolve the concerns. We will support your child and try to discover the extent of the problem/reasons/feelings. We will jointly decide on a course of action. We will meet with the victim(s) to ascertain their side of the story. Preventative measures to stop a recurrence will be put into place. We will arrange a meeting between the victim and the bully to talk about problems and differences.

### **Monitoring**

This is a whole school policy of which staff, children and parents have ownership and therefore working together as a whole is essential for it to work effectively.

Ratified September 2020 and to be reviewed annually

Signed: *E Stevens*                      Head Teacher                      21.09.2020

Signed: *B Mugwendere*                      Governor                      21.09.2020

Signed: *N Adams*                      Governor                      21.09.2020