



Safe • Happy • Learning

Anton County Junior School

Anti-Bullying Policy

Date created: Autumn 2023	Head Teacher: Kerri Culver
Review period: Annual	Next due for review: Autumn 2027
Chair of Governors: Anna Hall	

Anton Junior School Vision and Values

We want the children of Anton Juniors to **REACH** for their ambitions in life through being Resilient, Empowered, Aspirational, Curious and Honourable.

Resilient

Being resilient means our children are confident to take risks and challenges in their learning with the ability to overcome barriers they may face.

Empowered

Being empowered means our children have more confidence when making choices in their learning and when in social situations.

Aspirational

Being aspirational means our children have a strong desire for success and achievement.

Curious

Being curious means our children have a thirst for learning new skills and knowledge in different ways throughout the entire Anton curriculum.

Honourable

Being honourable means our children have respect, honesty and fairness when becoming active members of their school and wider community.

At Anton Junior School, we set high expectations for our pupils and are aspirational for them in relation to all aspects of their learning and conduct. Within our Anton values, we promote independence and growth mindset; we expect pupils to embrace the opportunities provided for them to grow emotionally and socially to become the very best version of themselves.

Introduction

At Anton Junior School, we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a happy and secure atmosphere.

The maintenance of good behaviour and discipline is the responsibility of all staff, who will support each other in encouraging all pupils to adhere to our Anton Expectations and become role models for our values of kindness and respect, innovation and a love of learning, aspiration, resilience and independence and pride.

We expect everyone to listen and be polite to one another, to think of others and to respect one another and each other's property. Bullying of any kind is unacceptable at our school.

If bullying does occur, all pupils should be able to tell an adult in school and know that incidents will be dealt with promptly and effectively. This means that **anyone** who knows that bullying is happening is expected to tell the staff.

This policy is part of the overall Behaviour Policy of Anton Junior School and is governed by the philosophy and principles contained there. It is written to deal specifically with those aspects of behaviour that could be deemed as bullying.

Aims

All learners at Anton Junior School have the right to learn in a safe, secure and supported environment where they feel free from the fear of intimidation, harassment, victimisation or ridicule from other individuals or from groups of individuals.

The principles of tolerance and understanding and respect for others are central to what we believe.

As a result, we aim to:

- protect children and young people from harm
- ensure that they achieve their full potential in education
- provide a happy and stimulating childhood
- ensure that they grow up physically and mentally healthy
- enable children to feel good about themselves and respect others
- develop the essential personal and social skills to help them throughout life
- become active citizens and participate in society.

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation.

What is bullying?

Bullying is **repeated behaviour(s)** with the **intention** of hurting another person, which results in pain and/or distress to the victim over a period of time and places the perpetrator in a position of power (HCC November 2014; DCSF Guidance 10/99 - "bullying is usually a pattern of behaviour rather than an isolated incident").

Bullying, which can take place in school or outside of school, can include repeated incidents of:

- **Physical** – pushing, hitting, kicking, pinching or any form of violence, taking belongings, damaging personal property
- **Verbal** – name calling, insulting, making offensive remarks, sarcasm, teasing, homophobic, racist, prejudicial remarks
- **Indirect** – spreading rumours, exclusion from social groups, hiding belongings, graffiti
- **Cyberbullying** – bullying by electronic contact for example via text message, email or via instant messaging.

Bullying is usually directed at differences or perceived differences between children, such as appearance, race, gender, sexual orientation etc.

Behaviours that are not deemed to be bullying include: (taken from 'tackling bullying in schools' – anti bullying alliance 2011)

- Bullying behaviour is **not** teasing between friends without the intention to cause hurt.
- Falling out between friends after a quarrel or disagreement (though in some cases this may lead to bullying)
- It does not include activities that all parties have consented to and enjoy.

Role of Staff

Staff will use a variety of methods for helping children to prevent and to cope with bullying.

Issues will be addressed through assemblies, class discussion, role play, reading stories, writing stories or drawing pictures.

All year groups will follow a planned PSHE curriculum through which issues associated with bullying will be explored.

Staff must ensure that all accessible areas of the school are thoroughly supervised during break- times and lunch times, to ensure the health, safety and well-being of pupils.

Children will be conferenced in order to assess the general trends, in order for further analysis and action planning to take place.

Children will be encouraged to:

- speak out about bullying and report incidents to any adults they trust;
- avoid putting themselves in vulnerable situations;
- to use strategies to deal with bullying;
- report to staff if they are aware that another child is being bullied;
- know who they can you speak to

All staff should watch for *signs of distress* by pupils and should investigate if a child:

- is frightened of walking to or from school
- is unwilling to attend school
- is frequently late for school or their parent has difficulty getting the child to school
- shows a noticeable decline in their attention, attendance or level or progress with all areas of learning
- becomes withdrawn
- begins to have books or clothes destroyed
- becomes distressed
- becomes disruptive or aggressive
- has possessions go missing and money lost
- is frightened to say what is wrong
- regularly reports feeling unwell during the school day (including break and lunchtimes)

In cases where children are: stealing, running away, not eating, self-harming, discussing or attempting suicide, advice will be sought from the Headteacher (or Assistant Headteachers in the HT absence) and/or external agencies.

Role of Parents

We ask parents to support this policy and co-operate with the school.

Parents are expected to support any sanctions taken by the school as a result of negative behaviours.

Parents who have concerns about sanctions should initially contact the class teacher. If the concern remains, they should then contact the Assistant Headteachers, before ultimately contacting the Headteacher.

If these discussions cannot resolve the problem, a formal grievance or appeal process can be implemented, and the Governing Body may become involved, as detailed in the complaints policy.

We expect parents to inform us of any concerns they have of bullying at the time of the event, or as soon as possible thereafter.

Role of the Headteacher

It is the responsibility of the Headteacher, under the School Standards and Framework Act, to implement the schools' policy consistently throughout the school, and to report to Governors on the effectiveness of the policy.

It is also the responsibility of the Headteacher to ensure the health, safety and welfare of all children in the school.

The Headteacher (or Assistant Headteachers) has responsibility for giving suspensions to individual children for serious acts of negative behaviours.

For repeated or very serious acts of anti-social behaviour, the Headteacher (or Assistant Headteachers) may suspend or permanently exclude a child in accordance with prevailing guidance from the DfE and LA.

The Head teacher will report to the Governing Body on an annual basis.

Role of Governors

The Governing Body has the responsibility for ratifying and agreeing to support the general guidelines for this policy, and for reviewing its effectiveness. Incidents of bullying may be discussed with Governing Body or nominated/Chair of Governors if appropriate.

How Incidents of Bullying are dealt with

All staff are required to take seriously any complaint of bullying. They must listen to what the child has to say and always investigate the complaint. Staff will adopt a problem-solving approach, giving both parties opportunities to voice opinion and offering support.

All staff will:

- Respond promptly to any concerns
- Offer the victim immediate support
- Inform a senior member of staff if the incidents are perceived as bullying, who will give advice and support
- Interview and listen to all those involved including bystanders/witnesses; hear how it is for everyone; listen impartially to all opinions
- Prepare an agreed statement of events with the parties involved
- Make it clear which behaviours are unacceptable and which values have not been adhered to
- Resolve the conflict; the teacher helps both sides to decide on a fair agreement:
 - *Each person says what they would need in order to reach an agreement.*
 - *The agreement could be written out and signed by each pupil*
- Record the incident and actions on CPOMS and inform the Headteacher and/or Assistant Headteachers
- Speak with parents of the victim and perpetrator/s in all cases, and parents of witnesses if appropriate
- Administer sanctions in accordance with the school's behaviour policy

Appropriate other consequences may take place dependent on the individual circumstances:

- Whenever possible, the pupils will be reconciled
- Parents will be informed and may be asked to come to a meeting to discuss the problem, initially with the Class teacher and/or SLT.
- In more serious cases the Headteacher will be involved.
- In all cases of alleged bullying, founded or unfounded, the incidents will be recorded by staff on a central tracking document (CPOMs) reviewed frequently by DSLs, so that patterns and trends can be identified

Children will always be told to report back to a teacher if there are further problems.

Sanctions

Sanctions will be administered in accordance with the school's Behaviour Policy.

At Anton Junior School, we follow the Hampshire County Council guidelines relating to suspensions and exclusions.

Working with children

Teaching about bullying:

- will be undertaken with individual or groups of children by the class teacher, ELSA or SENCo
- children are expected to understand the school ethos and the type of behaviour that is expected and that which is unacceptable
- the children will be regularly reminded, through assemblies and the curriculum, and other formal and informal approaches such as circle times, of the importance of showing respectful and caring behaviour to everyone
- the importance of respectful and caring behaviour will be modelled by staff
- children will be spoken to respectfully
- all children will be noticed and valued
- all children will have access to rewards
- all children will be taught that effort is as important as achievement
- all children will be taught ways to stay safe when using the Internet in line with the Safeguarding and Safer Internet Policy, and also in relation to new and emerging technologies and applications.

External support

Where appropriate, other local services and agencies might be involved in supporting children/families in the event of bullying or in preventative work with the school (e.g. EMTAS, CAMHS, the police, Children's Services etc)

Useful Websites include:

www.Anti-bullyingalliance.org.uk

www.childline.org.uk

www.cybermentors.org.uk

www.thinkuknow.co.uk

www.nspcc.org.uk/under18/bullying

www.need2know.co.uk/beatbullying/howtostopbullying

www.parentlineplus.org.uk

www.kidscape.org.uk

www.ceop.gov.uk