



James Bateman Junior High School

Anti-Bullying Policy

Rationale

At James Bateman Junior High School everybody has a right to feel safe and secure. The aim of the anti-bullying policy is to ensure that pupils learn in a supporting, caring and safe environment without fear of being bullied.

Definition of bullying

Bullying is deliberately hurtful behaviour, whether physical, verbal, emotional, photographed, written or internet based, repeated over a period of time.

Aim

Our approach to tackling bullying at our school stems from our Anti-Bullying Charter. This charter was created by the pupils.

- We will treat everyone as we would wish to be treated.
- We will always tell someone if we are aware or suspect bullying is taking place.
- We will be kind and helpful and respect other people and other people's property.
- We will try to make our school a safe environment for all.
- We will help the victims of bullying and reward those who treat each other well.
- We will look after each other and work and play together calmly and cooperatively.

At School we will:

- Demonstrates that we take incidents of bullying seriously.
- Take measures to prevent all forms of bullying.

- Support everyone to identify and protect those who might be bullied.
- Encourage pupils to tell someone if they are being bullied.

Responsibilities:

- **The Governing Body**

The Governing Body will:

- The Conduct Committee will meet regularly to discuss, review and endorse agreed strategies and will discuss the effectiveness of this Policy.

- **The Head teacher**

The Head teacher will:

- Ensure all staff has the opportunity to discuss strategies and review them.
- Determine the strategies and procedures in conjunction with the Assistant Head and other relevant staff.

- **The Assistant Headteacher**

The Assistant will:

- Be responsible for day to day arrangement of the policy and systems
- Liaise with year leaders and Leader of PSHE regularly to discuss issues
- Arrange relevant staff training
- Report regularly to Governors
- Liaise with external agencies when appropriate

- **All staff**

It will be responsibility of all staff within school to:

- Recognise signs of bullying (see appendix 1) and types of bullying (see appendix 2) and act in accordance with the behaviour policy
- Foster an ethos of openness, so pupils feel confident to share problems
- Signpost pupils to relevant support or engage further support systems

Involvement of parents

Parents should know that bullying will not be tolerated. Parents of pupils who are being bullied or who are bullies, will be involved in the solution to the problem as deemed appropriate by the member of staff.

Strategies for dealing with bullying (What pupils should do)

- Tell someone about it – a friend, peer mentor, a school council member, a parent or a member of staff
- Use the 'Worry/Sorry' Boxes
- Go to school nurse drop in session every Tuesday

Monitoring and Evaluating

In order to monitor and evaluate instances of bullying at our school we will:

1. Have regular discussions at form tutor meetings
2. record instances of bullying using the detention books
3. Communicate regularly with parents of children who bully, or who are the victims of bullying
4. Encourage good relationships between staff and pupils so that they feel able to tell us if they are being bullied
5. Monitor instances of bullying at Senior Leadership level and deal with serious incidents of bullying consistently
6. Have regular discussions with pupils
7. Update the pupil anti bullying charter annually

Strategies for Dealing with Bullying

We try to stop bullying happening by implementing the following:

Assemblies: For at least one week a year there is a specific focus on Anti-Bullying through assemblies; and at other times, assembly topics cover issues linked to this and promote an ethos of inclusiveness and acceptance of others.

Curriculum work: PSHE and SEAL lessons are taught each week. Some of these lessons, each year, deal with aspects of Anti-bullying and identification of bullying.

Support at transitions: Support at transition is strong with two way visits to all main feeder schools. All pupils attend sessions to help them to get to know the school, and parents and pupils are told which staff to go to with concerns. Liaison with our feeder schools is improving, and efforts are made to separate pupils where past issues are identified. Pupils joining the school on a mid-year transfer are given an identified buddy for the first few days in school to help them settle quickly and find their way around.

Publicity (posters, leaflets and website): Posters are displayed around the school highlighting key strategies for tackling bullying, along with support

in place. Many of these are from external agencies such as Childline and the Anti-Bullying Alliance.

Peer support (mentors, buddies, mediation): A group of specially trained pupils are available at lunchtime, running a drop in club where any pupils can talk to someone.

Anti-bullying day/week: A nationally recognised week of events tackling bullying

Learning Support: Learning Support Mentors conduct work on friendship groups and run a drop in session. They also work on a one-to-one basis is required

External Agencies: Providing targeted support for specific concerns i.e. cyber safety drama sessions, whole school internet safety training through Enrichment Days etc..

Procedures:

1. Report bullying incidents to staff
2. All incidents reported will be investigated and then recorded by staff in the detention books when the punishment is given.
3. The bully/bullies may be asked to genuinely apologise. Other consequences may take place, in accordance with our behaviour policy.
4. If possible, the pupils will be reconciled.
5. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
6. In cases of repeated bullying, pupils will be referred to the relevant support within school.
7. Year leaders may give advice about seating plans or change of groups if appropriate. Year Leaders will seek solutions for the victim that helps to make them feel safe.
8. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
9. Attempts will be made to help the bully (bullies) change their behaviour.
10. The School's view is that the parents should be monitoring their child's use of the internet outside school. However, if the school becomes aware of serious abuse of a pupil, we may contact parents and take disciplinary action, even if the offence occurred outside school.
11. If necessary and appropriate (in cases of prolonged or serious bullying), police will be consulted
12. If there is no cessation of the bullying, the bully will receive fixed term exclusion and if the problem persists, a permanent exclusion will ensue.

For the future

Action	Outcome
<ul style="list-style-type: none">• Use of Peer mentors and school council to regularly discuss and implement Anti-Bullying strategies and policies• Develop an Anti Bullying page on the website• Develop regular whole school surveys• To extend work within the partnership and wider community	<ul style="list-style-type: none">• Continue to make Anti bullying high profile and involve pupils in decision making• Raise the profile and offer guidance and signpost support.• Will gather all stakeholders opinion on the extent of bullying and how it is tackled• Promoting safer community