

Hendre Junior School



Anti-Bullying Policy

We acknowledge the School Standards and Framework Act 1998 that clearly states that all maintained schools must have in place an Anti-Bullying Policy that outlines procedures in order to prevent bullying among pupils.

We strive to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally.

We will not tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

We wish to work closely with the School Council and to hear their views and opinions as we acknowledge and support Article 12 of the United Nations Convention on the Rights of the Child that children should be encouraged to form and to express their views.

Aims & Objectives

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.

Hendre Junior School is committed to providing a caring, friendly and safe environment for all pupils so that learning can take place in a happy and secure atmosphere.

Bullying of any kind is regarded as unacceptable.

Hendre Junior is a TELLING School. Pupils are encouraged to tell Staff if they experience or are aware of bullying. The School wants pupils to feel confident that incidents are dealt with promptly and effectively.

Bullying

“ Bullying is the use of aggression with the intention of hurting another person, and which results in pain and/or distress to the victim.”

Kidscape (1994)

Bullying can have three main features:

- Deliberate aggression
- Unequal power relationships
- Results in pain and/or distress.

Bullying can include:

Physical	pushing, kicking, hitting, pinching or any use of violence.
Verbal	name-calling, sarcasm, spreading rumours, teasing.
Emotional	online / cyber bullying, discriminatory / racial taunts, graffiti, gestures.
Sexual	unwanted physical contact or abusive comments.

Procedures and Consequences.

In Hendre Junior School we:

- Encourage pupils to report any bullying incident to Staff.
- Inform the Headteacher as appropriate.
- Record and monitor incidents.
- Insist that any bullying behaviour or threats of bullying stops immediately.
- Inform parents / guardians and ask them to come to a meeting to discuss the problem.
- Work in partnership with other agencies and develop support strategies and support plans as appropriate.
- Work positively with both the bullied and the bullies to ensure future incidents are eliminated.

The school has a bank of sanctions to apply in response to bullying incidents, which include exclusion for a fixed term, or permanently if the negative behaviour warrants it.

Prevention

In Hendre Junior we:

- Set clear expectations for behaviour in school.
- Establish and uphold a nurturing and supportive ethos.
- Explain the consequences of bullying.
- Whenever possible reconcile pupils.
- Ensure that there is a high level of staff supervision throughout the day.
- Talk about bullying through PSE using Drama, Art, English etc.
- Work with pupils in developing anti bullying policies and procedures.
- Try to help the bully / bullies change their behaviour.
- Use Circle Time to discuss issues.
- Use cool down, reflection and time out strategies.
- Use a range of support and monitoring systems, eg Thrive, ELSA.
- Use sanctions as appropriate.
- Regard parents as partners and work to establish good relationships between home and school.
- Recognise and celebrate the achievements of all of our pupils

Sanctions include:

- Keeping a report of all incidents.
- Arranging a meeting between parents and the School.
- Employing the sanctions identified in the Behaviour Policy including where appropriate; out of class exclusion, lunch time exclusion, fixed term exclusion, permanent exclusion.

Beware the joke that That isn't funny.

Beware the game The victim wasn't playing.

Beware the accident That wasn't an accident.

Beware the loan..... Exacted under duress.

- Counselling and support mechanisms are in place to help those who have been bullied.
- All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.

Monitoring the Effectiveness of the Policy

Annually the effectiveness of this policy will be reviewed, or when the need arises, and the necessary recommendations for improvement will be made to the governors.