



Anti-Bullying Policy

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Anti-Bullying Policy

Jubilee Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all members, governors, staff and volunteers to share this commitment.

The School aims to promote behaviour in pupils that demonstrates the utmost respect for self and others. We strive to provide a secure and stimulating setting in which they can feel comfortable and positive towards their learning.

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2021 and ‘Sexual violence and sexual harassment between children in schools and colleges’ 2021 guidance. The setting has also read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

Links with other school policies and practices

This policy links with several school policies, practices and action plans including:

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

Links to legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, Section 90.
- The Equality Act 2010
- The Children Act 1989
- The Education (Independent School Standards) Regulations 2014
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

Defining bullying

There is no legal definition of bullying. However it is usually defined as behaviour that is repetitive, the intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power. This includes behaviour that is:

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

The nature of bullying

We appreciate that children who are bullied often feel frightened, angry and perplexed. These are natural emotions and parents will often become distressed themselves if they feel that their children are being bullied.

Bullying and its distressing effects can only be dealt with if responsible adults are made aware of what is happening. Pupils must be encouraged to report bullying. This policy is designed to ensure that as a school we are alert to the signs of bullying and act promptly and firmly against it.

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Homophobic	Bullying is aimed towards someone who is perceived to be lesbian, gay, bisexual or transsexual.

Why are some individuals the victims of bullying?

Anyone can be the victim of bullying. Bullies often try to justify their behaviour by identifying the victim as being different in some way. This may be a genuine difference, which makes them particularly vulnerable.

For example, they may:

- Have a different coloured skin
- Speak with a different accent
- Have a disability
- Wear different clothes
- Have a different belief or religion
- Have a different point of view or outlook on life

Victims of bullying often need help in terms of becoming more self-confident, more assertive and more able to make decisions about what they like and dislike.

The principles under-pinning this policy are:

- The school 'Golden Rule': Love your neighbour as yourself.
- Our commitment to inclusion, equality and justice.
- Values such as respect, integrity, compassion, honesty, service, forgiveness, manners and putting others first.
- Pupil responsibility for their actions, working respectfully alongside each other.
- The fair treatment of all school members, showing respect and dignity.
- Health and safety is the responsibility of all members of our school community by.
- All forms of bullying behaviour are unacceptable and the school operates a zero tolerance approach.
- Where bullying is challenged effectively people feel safe and protected and will demonstrate that we are a caring school.

The aims of this policy are to ensure that:

- All members of the school community feel safe and learn, play, work and enjoy the company of others.
- All members of the school community are listened to and have their concerns taken seriously.

- Effective steps are in place to prevent physical, verbal, indirect and cyber bullying.
- There is a consistent approach to responding to and dealing with bullying swiftly.

Practice ensures that through a structured PSHCEE curriculum:

- Bullying and friendship issues are dealt with.
- Opportunities are provided through 'circle time' and role play to explore feelings and view bullying from both sides and to hear what other people feel and experience.
- Pupils are encouraged to seek support from adults in school.
- Pupils are helped to be patient and reflective.
- Pupils are helped to develop positive strategies and assertiveness.
- Pupils are encouraged to forgive and restore relationships.

Teachers must be vigilant at break times when supervising pupils and play is observed and monitored to ensure pupils' safety.

We believe that we will be successful when:

- The PSHE curriculum is effectively delivered.
- Pupils feel confident in asking for advice and support with bullying issues.
- Through monitoring playground play the quality of playground supervision is excellent.
- Teachers feel confident to use a restorative approach as an effective way of resolving conflict.
- All incidents are always reported to the Headteacher and recorded appropriately in the 'School Bullying Log'.
- Pupils feel confident enough to talk to an adult without feeling they are telling tales.
- Pupils are able to support each other positively within friendship groups.
- Pupils are able to demonstrate their disapproval of bullying.
- Pupils are able to show understanding and support to children who may have been bullied.
- Pupils are thoughtful and careful about teasing and using personal remarks.
- Pupils do not stand by and watch, but get an adult straight away.

- Pupils understand that nobody ‘deserves to be bullied’ and each individual owns their own behaviour.
- The consequences of bullying are fully understood by all staff and pupils and responses are swift and positive.

We believe that we will be successful for parents when they:

- Feel confident about engaging with the school.
- Understand the school’s approach to dealing with bullying.
- Are satisfied that the school is doing everything it can to deal with and limit bullying.

Working with Parents

If a parent suspects that their child is being bullied they should contact the school immediately. Initially, they should speak to their child's class teacher. If this is not possible for any reason, they should ask to speak with a senior member of staff. If a parent has very serious or urgent concerns, they should make an appointment to meet with the Headteacher.

Parents should:

- Try not to overreact.
- Show sympathy but try not to dwell on the situation.
- Tell their child that bullying does exist and it is not their fault.
- Always work with the school to deal with school related incidents.
- Work with their child, without involving siblings or the child’s friends.
- Allow the school to deal with the other children involved. They could be accused of intimidation or bullying themselves if they respond directly to another child.

All cases of bullying are taken seriously and will be dealt with immediately.

What does the school do to try to eliminate bullying?

The School takes bullying very seriously and thoroughly investigates all reported incidents. We continually promote our expectation of high standards of behaviour by:

- Being good role models and showing value and respect to all school stakeholders.
- Not using bullying methods of teaching.

- Positive class teaching, - providing opportunities within the curriculum to discuss bullying issues e.g. using improvisation and drama to explore the issue.
- Using assemblies to promote and foster a positive school ethos.
- Giving children the opportunity to talk about incidents of bullying, aggressive behaviour or ostracism during circle time.
- Commanding appropriate behaviour and showing disapproval of unacceptable behaviour.
- Teaching pupils how to talk through their disputes, rather than using aggression or bullying.
- Teaching children about bullying, why it is pernicious and where children can get help through PSHCEE lessons.
- Supporting people who do bully to change their behaviour patterns and understand the hurt they are causing others.
- Helping people to build positive self- images.
- E-safety is taught throughout the curriculum and information for parents shared on the school website.

How does the school deal with perpetrators of bullying?

We believe that education and raising awareness is the most effective way of dealing with children who have learned bullying. However, if an allegation is made this should be reported to the Headteacher or a senior member of staff. In the first instance, facts will be established through speaking and listening carefully to the alleged perpetrator(s), victim(s) and adult witnesses. If the allegation is upheld, our aim is for the person who has been using bullying behaviour to feel concern for the victim. The parents of both children will be contacted immediately. Perpetrators of bullying will have to account for their actions and apologise to their victims. A restorative approach will be used to try to resolve any conflict and repair relationships. The School may impose sanctions as set out in the Behaviour Policy. Clear expectations will be shared with parents and pupils. Any necessary action will be taken until the bullying has stopped. All incidents will be recorded in line with our behaviour policy.

Why do some people bully?

People who bully come in all shapes and sizes, all colours, all ages and both sexes. People who get bullied, too, come in all shapes and sizes, all colours, all ages and both sexes. Some people are both recipients and perpetrators of bullying.

It is generally recognised that there are two reasons why people bully others. Firstly, because they enjoy the feeling of power it gives them. Secondly, members of a group can feel closer to each other by picking on an 'outsider'.

Bullying is learned behaviour, probably from a variety of sources including parents, teachers, the media and other people. Because it is learned behaviour, with good role models and skilful teaching it can be rectified. The motivations behind bullying behaviour will be considered, and where it reveals concerns for the perpetrator the child will receive support.

How do we support the victims of bullying?

Initially we feel it is important to listen carefully to, and believe the recipient's perception of what has happened and to reassure them that they have acted correctly by telling an adult.

The recipient will be asked to explain fully what has happened and asked questions in a non-judgemental way so they are not made to feel that they are responsible for the behaviour, or that their complaint is trivial or time wasting.

Children who have been the victims of bullying can expect support in the following ways:

- By letting them know that the School fully supports them
- By reassuring them that the behaviour will be dealt with
- By ensuring that they receive an apology from the bully
- By giving them support to re-build their confidence and be more assertive.

Useful links and supporting organisations:

- 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-practice-schools.

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities
- Anti-Bullying Alliance SEND programme of resources
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Digizen.org
- Internetmatters.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS)
www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE ‘Cyberbullying: advice for headteachers and school staff’:
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE ‘Advice for parents and carers on cyberbullying’:
www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion, nationality and sexuality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srrc.org/educational
- Barnardo’s LGBT Hub:
www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm

- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW)
www.endviolenceagainstwomen.org.uk o A Guide for Schools:
www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAW-Coalition-Schools-Guide.pdf
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaign-posters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying:
www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related/preventing-and-responding-sexual
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying:
www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related

Mental Health

- Minded.org.uk
- <https://pshe-association.org.uk>

Governor approval and review dates

Changes since last policy version

Version	Date	Amendment
V4	May 2022	Some useful links added, including information regarding mental health to reflect latest guidance.
V4	May 2022	Updated wording on 'Why do some people bully' to reflect the needs and education of perpetrators.
V4	May 2022	'How the school deal with perpetrators of bullying' updated to show school procedures with more clarity.
V4	May 2022	E-Safety teaching added to prevention methods to reflect latest guidance on the importance of cyber-bullying.
V4	May 2022	Types of bullying updated to reflect recent guidance.
V4	May 2022	Definition updated to reflect DfE guidance.
V2	June 2020	None

Approval

This policy was reviewed and accepted by the Board of Trustees at its meeting in May 2022 and will be reviewed when changes are made.