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	Issued: 8 July 2021
ANTI- BULLYING POLICY	Review date: Summer 2023
	Supersedes: 5 July 2018
Approved by	FULL GOVERNING BODY/ L & M COMMITTEE/ HEADTEACHER

The school was awarded the bronze Anti bullying award in March 2021 by All together – United against bullying.

This demonstrates the school's commitment to stopping bullying and improving the well being of it's pupils.

What is bullying?

In our view it is the systematic intentional causing of distress to another person. This may include physical acts, threats, taunts, gestures, spreading hurtful or untruthful rumours, insults, mocking, making offensive comments, interference with property, inappropriate text messaging or emailing, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping or exclusion from a group and the overall effect will involve the inappropriate exercise of power. Thus a one-off incident will not constitute 'bullying'.

Northamptonshire's S.T.O.P message:

Several	Start
Times	Telling
On	Other
Purpose	People

Consultation.

Parents, governors, school staff and children have all been asked to contribute to the discussion of bullying issues.

Our Aims.

1. To provide an environment free of bullying behaviour.
2. To encourage the reporting of any incident which might occur.
3. To support anyone affected by or involved in bullying.
4. To raise awareness of the issue of bullying throughout the school community – children, staff, parents and governors
5. To deal with such incidents which do occur in a manner which neither exacerbates the victim's distress, nor allows the bully's behaviour to go unmodified.

Terms.

When dealing with an incident in the presence of the children the terms 'bully' and 'victim' will not be used. The behavior policy will be used as a reminder of how to make the right choices in future.

E-safety is promoted across the school and addressed through the IT curriculum. The school leadership, following discussion with the Governing Body and Digital Ambassadors will aim to establish information for parents about on-line safety and the implications of cyber-bullying. The information will provide advice and guidance for parents on how to support children who are victims of this type of bullying and ensure that children are not the perpetrators of cyber-bullying.

How the school will tackle Bullying.

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1. The reporting of incidents will be encouraged and bullying will be vigorously condemned whenever possible. (*Reporting bullying is not 'telling tales' because it's a very nasty thing to do*).
2. Children should have the opportunity to report incidents discreetly, through the 'Feeling Box' located by The Den.
3. Reported incidents will be taken seriously and staff must investigate whether bullying is taking place.
4. Any established bullying will be recorded and a log of incidents will be kept by the Pastoral Care Lead.
5. The parents of both the perpetrator and the complainant will be informed. These will also be informed if a pattern of less serious, but still distressing, incidents emerges.
6. If it is the parents themselves who report bullying then a senior member of staff will investigate and report back to the parents as soon as possible, within a maximum of two working weeks.
7. Children who have caused distress to others should have the opportunity to apologise and make amends.
8. A range of consequences will be applied to children who cause distress to others. These will depend on the seriousness of the incident and on whether the bully is continuing to offend after being censured. In extreme circumstances the bully could be excluded either temporarily or permanently. The 5 stage behaviour policy will be used alongside this.
9. Parent Concern forms are available to be filled out when parents feel the need to report upon a concern. There are also Bullying Incident Forms to be filled in if a case of bullying has occurred within school hours.

Appendix to Anti-Bullying Policy

Anti-Bullying Procedure for All Staff at South End Junior School

If a child comes to you with a story of being bullied, you must investigate this first to ascertain that it is bullying -

It is deliberate, persistent, and there is element of power (unfair).

If it is a genuine case:-

1. Find out the details and sort it out. This may involve bringing all parties together to determine what really happened.
2. Complete a bullying incident form as soon as possible and put it in Pastoral Support TA's pigeon hole. She will contact parents of both complainant and perpetrator. She will also follow up one or two weeks later, by asking the complainant if there are any further problems.

If you are not sure about whether it is really bullying, please treat it as though it is.

Which adult gets involved depends on the history:-

- First incident – dealt with by adult who first gets the information (could be teacher, dinner supervisor, teaching assistant.....)

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- Second incident –Pastoral Support TA
- Third incident – Head or Deputy

Pastoral Support TA is responsible for:-

- Maintenance of a central file kept of all bullying incidents.
- Keeping all staff informed about any children that need extra vigilance through a memo system in pigeon holes. This vigilance is particularly important at unstructured times.
- Keeping parents informed.
- Dealing with second incidents
- Supporting pupils with assertiveness training or social skills as appropriate

Class teachers are responsible for:-

- ensuring that children understand what bullying is
- ensuring that all children know about the Feelings Box
- teaching children about the different types of bullying (physical, mental, cyber bullying, prejudice based bullying, sexual, sexist and transphobic, homophobic, disablist)

All staff are responsible for

- dealing with any bullying incidents that are reported to them, following the above procedure
- being vigilant

The head or associate is responsible for:-

- monitoring procedure
- dealing with all incidents of persistent bullying
- dealing with all incidents reported directly by parents