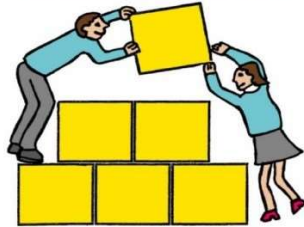


**Sproston
Junior School**



Building and Working Together

Anti-Bullying Policy

Spring 2024

Statement of Intent

School Statement Sprowston Junior believes that all pupils are entitled to learn in a safe and supportive environment; this means being free from all forms of bullying behaviour. This policy outlines how instances of bullying are dealt with, including the procedures to prevent occurrences of bullying. These strategies, such as learning about tolerance as part of the school's curriculum, aim to promote an inclusive, tolerant and supportive ethos at the school. We aim to develop the children to be resilient and independent learners whom are respectful of one another's views and differences. The Education and Inspections Act 2006, outlines a number of legal obligations regarding the school's response to bullying. Under section 89, schools must have measures in place to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's Relationships & Behavioural Policy, which is communicated to all pupils, school staff and parents/carers. All staff, parents/carers and pupils work together to prevent, reduce and to quickly respond to any instances of bullying at the school. Our 3 school behavioural rules are ready, respectful and responsible.

What Is Bullying? Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

Legal framework

This policy has due regard to legislation, including, but not limited to the following:

- Education and Inspections Act 2006
- Equality Act 2010
- Children Act 1989
- Protection from Harassment Act 1997
- Malicious Communications Act 1988
- Public Order Act 1986
- Communications Act 2003
- Human Rights Act 1998
- Crime and Disorder Act 1998

This policy will be implemented in conjunction with the following school policies:

- Behavioural Policy
- E-safety Policy
- Safeguarding policy
- Online Images Policy
- SEN policy
- SEN Code of Practice
- Accessibility Policy

For the purpose of this policy, bullying is persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group.

Bullying is generally characterised by:

- Repetition: Incidents are not one-offs; they are frequent and happen over a period of time.
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

Bullying can be, but not limited to:

- Emotional: Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
 - Physical: Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
 - Racist: racial taunts, graffiti, gestures
 - Sexual: Unwanted physical contact or sexually abusive comments
 - Homophobic: because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable
 - Verbal: name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
 - Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

Prevention

- The school clearly communicates a whole-school commitment to addressing bullying in the form of a written statement (Statement of intent) which is regularly promoted across the whole school.
- All reported or witnessed instances of bullying in the school are challenged by staff.
- Staff encourage pupil co-operation and the development of interpersonal skills through the use of group work and pair work every day in school.
- Anti-Bullying Week is recognised every year and the children regularly discuss what bullying means in School Council. This is important for raising awareness
- PSHE develops assertive behaviour strategies and children learn how to act as a bystander

- All types of bullying are discussed as part of the curriculum, and diversity, difference and respect for others is promoted and celebrated through various PSHE lessons and assemblies.
- All members of the school community are made aware of the school's Anti-Bullying Policy.
- A safe, supervised place is always made available for pupils to go to at lunch if they are involved in conflict with their peers

Roles and responsibilities

- The governing body evaluates and reviews this policy to ensure that it is non-discriminatory.
- It is the responsibility of all staff to be alert to possible bullying of pupils and to deal with incidents as the highest priority.
- Staff quickly respond to any incidents and keep an open mind.
- The headteacher reviews and amends this policy, taking account of new legislation and government guidance, and using staff experience of dealing with bullying incidents in the previous year to improve procedures.
- School staff keep a record of all reported incidents on CPOMS.
- The headteacher arranges appropriate training for staff members.
- All staff will avoid gender stereotyping when dealing with bullying.
- Parents/carers are advised to inform their child's class teacher or a member of staff if they are concerned that their child may be bullied or be involved in bullying.
- They are advised not to encourage retaliation and to cooperate with school.
- Pupils are advised to inform a member of staff if they witness bullying, or are a victim of bullying.
- Pupils are taught not to make counter-threats if they are victims of bullying.
- Pupils are taught to walk away from any dangerous situations and avoid involving other pupils in incidents.
- Pupils are asked to tell a trusted adult if they see others being bullied or at the risk of being bullied.
- Pupils are advised to retain all evidence of cyber bullying.
- Staff should be vigilant in looking out for signs of bullying

Procedures

When investigating a bullying incident, the following procedures are adopted:

- The victim, alleged bully and witnesses are all spoken to separately
- If a pupil is injured, members of staff take the pupil immediately to the school medical room for a medical opinion on the extent of their injuries
- Witnesses are spoken to about any alleged incidents
- If appropriate, all parties (alleged bully, victim, witnesses) are asked to write down details of the incident; this may need prompting with questions from the member of staff to obtain the full picture

- Premature assumptions are not made, as it is important not to be judgemental at this stage
- Members of staff listen carefully to all accounts, being non-confrontational and not attaching blame

Due to the potential for sexist, transphobic and sexual bullying to be characterised by inappropriate sexual behaviour, staff members involved in dealing with the incident are required to consider whether there is a need for safeguarding processes to be implemented.

Sanctions

- If the headteacher is satisfied that bullying did take place, the pupil will be helped to understand the consequences of their actions and warned that there must be no further incidents with sanctions appropriate to the situation and warnings of future sanctions.
- If possible, the headteacher will attempt reconciliation and will obtain a genuine apology from the bully. This will either be in writing to the victim (and/or witnesses if appropriate), or face-to-face, but only with the victim's full consent. Discretion is used here; victims will never feel pressured into a face-to-face meeting with the bully.
- It will be explained to the bullying pupil that some pupils do not appreciate the distress they are causing, and that they should change their behaviour.
- Parents/carers are informed of bullying incidents and what action is being taken.

Follow up support

If appropriate, follow-up correspondence is arranged with parents/carers. Pupils who have been bullied are supported in the following ways:

- Being listened to
- Having an immediate opportunity to meet with a member of staff of their choice
- Being reassured
- Being offered continued support and further specialist help if needed

Pupils who have bullied others are supported in the following ways:

- Receiving a consequence for their actions
- Being able to discuss what happened
- Reflecting on why they became involved
- Understanding what they did wrong and why they need to change their behaviour
- Appropriate assistance from parents/carers
- Positive Behaviour Support Plan (If appropriate)
- Further support with particular needs (outside agency support), depending on the individual

Bullying outside of school

The headteacher has the power to sanction pupils for misbehaving outside of the school premises. This can relate to any bullying incidents occurring anywhere local to the school premises, such as on the park or other areas of the Recreation Ground. Section 89(5) of the Education and Inspections Act 2006 gives the headteacher the power to regulate pupils' conduct when they are not on school premises, and therefore not under the lawful charge of a school staff member.

Where bullying outside school is reported to school staff, it is investigated and acted on. In all cases of misbehaviour or bullying, the senior member of staff can only sanction the pupil on school premises, or elsewhere when the pupil is under the lawful control of the member of staff.

The headteacher has a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives the headteacher the power to regulate pupils' conduct when they are not on school premises, and therefore not under the lawful charge of a school staff member.

The headteacher is responsible for determining whether it is appropriate to notify the police in any instance.

Policy Review

This policy is reviewed every two years by the headteacher and the safeguarding lead.

Reviewed: Spring 2024

To be reviewed: Spring 2026

Signed by: Headteacher

Date: