Limpsfield Junior School

Policy Name: Anti – bullying Policy

Version	Version 2
Date	21.9.23
Written by	Jemma Jeavons
Adopted Governors/Headteacher	September 2023
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RECORD OF AMENDMENTS

When Was the Plan last Updated?		
Date	**Name**	**Detail (changes made)**
29.9.23	Danielle Brown and Jemma Jeavons	Updated from version 1. Amendments made to language (‘bully’ to ‘perpetrator)

Introduction

At Limpsfield Junior School we want all children to feel safe and cared for. It is up to all of us, staff, parents, governors and children to make sure that bullying activities are rare and if they do occur take place. All bullying is unacceptable, regardless of who bullies, how it is delivered or what reasons are given to justify bullying actions. This policy outlines what we consider to be bullying behaviour and how we intend to prevent it happening and deal with it if it does occur.

What is Bullying?

As recognised by the government, there is no legal definition of bullying. However, it is usually seen as:

- **Repeated**
- **Intended to hurt someone physically or emotionally**
- **Often aimed at certain groups, for example because of race, religion, gender or sexual orientation.**

At Limpsfield our definition of bullying is:

Persistent hurting (physical and/or mental) of one person by another.

This can take the form of, pushing, hitting or kicking, name calling, racist or homophobic remarks, threatening, ignoring, taunting, teasing, tormenting, spreading rumours, extorting money, stealing or humiliating.

Recording Bullying

All incidents of bullying will be recorded by the school and anonymously reported to the governing body. It is recognised that an incident may be reported as bullying however, once investigated, the school may not feel that this is the case. However, the school will always record reported incidents of bullying as well as actual bullying cases.

Unchecked Bullying can Cause:

Fear, stress, depression, poor performance in class, sickness, shyness, isolation and unhappiness. In extreme cases it has led to self-harm, running away from home or even suicide.

A recent development is bullying by the use of modern media such as mobile phone texting and e-mails.

Bullying also damages the bully who can become aggressive and uncaring, often leading to problems later in life when the bully is no longer allowed to have what he/she wants. This leads to frustration and sometimes the bully turns to crime. Bullies will need support from school if they are to change their ways.

Dealing with Bullies - Tell Someone!

At Limpsfield we encourage children who believe they are being bullied to tell someone as soon as possible. This can be a teacher, one of the non-teaching staff, their parents or other children. All reported incidents of bullying will be recorded and investigated by the staff.

We recognise that at times, single arguments and disagreements will happen in school, even between friends. This is not bullying. Bullying is when someone hurts the same person on several occasions. For those children who find it difficult to talk to a teacher there is a worry box which is in the library where children can leave a note telling staff of any bullying incidents that they are aware of.

Staff Procedures

Once staff has been made aware of an alleged incident of bullying they should;

- Investigate the incident talking to all parties involved
- Try to find witnesses and interview them
- Take notes including names dates and times.
- Decide whether it is a bullying incident
- Decide what action to take.
- Ensure that the Headteacher and/or Deputy Headteacher are kept informed of the situation.

Any reported bullying incident will be recorded in the incident log and will be filed accordingly. Recording forms can be found in the staff room. A summary of bullying incidents is presented to Governors termly through the Headteacher report and Incident Log analysis.

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Anti-Bullying Education in School

Bullying issues are discussed in assemblies as well as in class work via the PHSE curriculum and there is an annual Anti-Bullying Week. However, the school recognises that regular education is better than annual events.

Bullying is also explored through the wider school curriculum.

Online Bullying

With more and more of us using email and mobile phones, bullying does not have to happen in person. Silent phone calls or abusive texts, emails and social networking sites can be just as distressing as being bullied face to face.

"Cyberbullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group, that is intended to harm others, it is sending or posting harmful or cruel text or images using the internet or other digital communication devices"

How we as a school deal with Online Bullying

Staff – all incidences should be reported to the Headteacher who will then ensure the person being bullied is being supported, take responsibility for investigating and managing the incident and for contacting the police and LA if appropriate.
Pupils – a report form will be completed and procedures followed in line with the school Bullying Policy and LA and DFE guidelines.

If the incident has occurred outside of school we will still offer support to the victim and we will need to involve parents when putting a plan in place to prevent further incidents, for example, parents monitoring devices at home, amending settings, blocking individuals.

See **Anti-Cyber Bullying Policy for more details**

What Will Happen to the Perpetrator?

When we find that someone has been bullying we will take some or all of the following steps depending on the seriousness and frequency of the bullying.

The perpetrator may have to:

- Apologise to the victim.
- Stay in at breaks.
- Write to the victim.
- Explain to their own parents, (who may be asked to come into school).
- Be excluded internally or externally from school in some instances.
- Restorative Justice may also be used to achieve a solution.
- The bully will also be offered support to help them change their behaviour.

What Will Happen to the Victim?

- Staff will listen carefully to the person who believes they are being bullied.
- All complaints will be investigated
- Staff will report back to the victim to tell them what has been found out
- Victims will be offered support
- We will tell parents what is happening and what we are doing to help.
- We will give strategies to victims to help them deal with bullies.

The Role of Children

An anti-bullying policy can only be effective if understood and supported by the pupils in school. They have a key role in accepting their responsibility and not joining in bullying and reporting incidents to staff.
We shall teach the children to:

- Tell someone if they are bullied or see an incident of bullying.
- Act in a respectful and supportive manner to each other at all times.
- Adhere to and promote the aims of this policy
- Refrain from any behaviour which could be construed as bullying.

The Role of Parents and Carers

Parents play a vital role in supporting this policy. They can stress the importance of reporting incidents and can influence children to reject all bullying as unacceptable.
Parents can assist in beating bullying by:

- Talk to their children about bullying and the effects of anti-social behaviour.
- Report any incidents they are told about by their children
- Actively support the policy by acting responsibly and calmly
- Not dismissing the possibility that their own child could be involved in bullying activities

If parents and carers report incidents of bullying to school then they will be kept informed of the schools investigations and, where appropriate, actions taken.

Evaluation Procedures

The number and frequency of reported incidents will be evaluated periodically by the leadership team. Results will be relayed to staff and the Governors.

Pupil questionnaires will include questions on bullying.

In line with all safeguarding policies this policy will be reviewed annually at the start of each academic year.

Date of next review Autumn 2024