



# **Anti- Bullying Policy**

**September 2022**

Review Date: September 2023

## **BROADWAY JUNIOR SCHOOL**

### **Anti- Bullying Policy**

At Broadway Junior School, we promote a culture where all adults and children are valued and treated with respect. We are committed to providing a caring, friendly and safe environment for all pupils, allowing them to learn and thrive in a secure setting. We do not condone any form of bullying and any incidents of bullying that do occur, are taken very seriously and dealt with promptly, effectively and sensitively. We encourage pupils to talk to staff regarding any issue or incident. We have a clear behaviour system in place, which helps to both reduce incidents of bullying and also identifies clear strategies for disciplining children who are responsible for bullying.

In relation to Working together to Safeguard Children (2018) we aim to

- Protect children from maltreatment
- Enable all children to have the best outcomes
- Prevent impairment of children's health and development
- Ensure safe and effective provision is consistent

And in line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

All pupils, parents, staff and governors should have an understanding of what bullying is, what to do if an incident occurs and how to report it following our policy.

What is Bullying?

At Broadway Junior School, we believe that:

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time where there is an imbalance of power between parties.

Bullying makes those being bullied feel powerless to defend themselves.

Why are we against bullying?

Every Child Matters because everyone has the right to feel welcome, secure and happy. We should treat everyone (adults and pupils alike) with consideration and respect. If bullying happens it will be dealt with quickly and effectively and it is important to tell someone. Bullying of any kind is unacceptable at our school.

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)

- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chat room misuse)
- Mobile threats by text messaging and calls
- Misuse of associated technology ie: camera and video facilities including those on mobile phones
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focusing on the issue of sexuality).

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

What causes Bullying?

People bully for different reasons. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves

- to be in control
- because they want something (attention, possessions or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an 'easy target' (small, won't tell anyone, lonely or different in some way).

How can we prevent Bullying?

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. E-safety is an important part of the curriculum and information for parents is included in newsletters and on the School's website.

At Broadway, we should foster a clear understanding that bullying, in any form, is not acceptable. This can be done by:

- Developing an effective anti-bullying policy and practice. Our school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning, achievement, wellbeing and mental health.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence.
- Any reported incidents treated seriously and dealt with immediately.

Why is it important to respond to bullying?

Bullying hurts

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No-one deserves to be a victim of bullying.

Bullies need to learn different ways of behaving.

Our school will respond promptly and effectively to reported incidents of bullying.

What are we doing to respond to bullying? (See also Child on Child Abuse Policy)

Governors

Keeping Children Safe in Education 2022 states that 'Governing bodies and proprietors should ensure they facilitate a whole school or college approach to safeguarding. This means involving everyone in the school or college, and ensuring that safeguarding, and child protection are at the forefront and underpin all relevant aspects of process and policy development. Ultimately, all systems, processes and policies should operate with the best interests of the child at their heart.'

Furthermore, 'Where there is a safeguarding concern, governing bodies, proprietors and school or college leaders should ensure the child's wishes and feelings are taken into account when determining what action to take and what services to provide. Systems should be in place, and they should be well promoted, easily understood and easily accessible for children to confidently report, any form of abuse or neglect, knowing their concerns will be treated seriously, and knowing they can safely express their views and give feedback.'

Governors liaise with the Headteacher and Designated Safeguarding Leads over all anti-bullying strategies and individual cases where appropriate. They will discuss, review and endorse agreed strategies on issues relating to bullying. Governors require the Headteacher to keep accurate records of any incidents of bullying, together with the action taken. This information is held centrally on CPOMS.

#### Headteacher

The Headteacher has specific responsibility for developing a school ethos of mutual support and praise, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. The Headteacher implements the school's anti-bullying strategy and ensures that all staff and pupils are aware of the policy and have opportunities to discuss and review strategies. Procedures should be known to all members of staff and any incidents of bullying are to be reported by the Headteacher to the Governing Body. The Headteacher has the primary responsibility for ensuring that children know that bullying is not acceptable and that it will not be tolerated in school. This is undertaken in a variety of ways, including: through assemblies, PSHE lessons and when dealing with specific incidents of inappropriate behaviour. The Headteacher uses CPOMS to monitor entries of bullying and to communicate with staff where appropriate.

#### Staff

All staff have a collective responsibility for discouraging and responding to any incidences of bullying that occur. Children are supported in their class to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, staff aim to prevent bullying from occurring. All staff follow the agreed Behaviour Management policy when disciplining children for bullying. This includes making a written record of the circumstances associated with any incidence; recorded centrally on CPOMS. Any continued or subsequent issue of individual bullying by a child is dealt with in line with our Behaviour Management Policy. Teachers involved in an act of bullying must support the children involved, following discipline and behaviour procedures and liaise with a senior member of staff to provide support or appropriate sanctions.

#### Parents

Parents have a responsibility to support the school's anti-bullying policy and actively encourage their child to be a positive member of the school community. Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately, who in turn will inform SLT. Where a parent is unhappy with the action taken by the school, in response to a bullying incident, they have the right to make a

formal complaint to the Governing Body, following the schools' Complaint's Procedure.

Support Agencies

**Anti-bullying Alliance** – the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues. [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Kidscape  
[www.kidscape.org.uk](http://www.kidscape.org.uk) 02077303300

**Childline** – advice and stories from children who have survived bullying 08000 1111  
Bullying on line  
[www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** – advice and links for parents  
[www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)  
08088002222

Parents Against Bullying  
01928 576152

Useful sources of information:

**Stonewall** – the gay equality organization founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk)

**Cyberbullying.org** – one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Think U know** – the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools  
[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)

RECOMMENDED PROCEDURES IN SCHOOL FOR REPORTING BULLYING  
PATHWAYS OF HELP

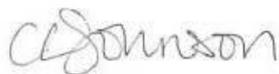
CHILD IS BULLIED

All incidents will be fully investigated. Where necessary, a detailed account will be recorded in written form (CPOMS). Appropriate action will be taken following the

investigation with suitable sanctions if necessary. All incidents are monitored and reviewed aiming to eradicate bullying acts.

Step 1a A self-referral by student using a 'worry box' or incident card in the classroom.	Step 1b Student personally approaches: Friend, Class Teacher, Support Staff, trusted adult.
Step 2 Student meets with class teacher to have a discussion on the facts. Make a plan for suggested ways forward.	
If continues	
Step 3 Designated adult to have a discussion/Interview with all parties. Will agree specific targets/actions. Parents informed.	
If continues	
Step 4 Senior member of staff (with anti-bullying responsibility) directs to a variety of help strategies delivered by 'trained' personnel within school.	
If continues	
Step 5 Headteacher and Chair of Governors informed. Seek advice from LA Head of Inclusion Services	

Signed:



Claire Johnson, Headteacher:



Victoria Walton, Chair of Governors

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