

ANTI BULLYING POLICY

For all of us at Nettleham Church of England Aided Junior School the teaching, learning, attitudes and wellbeing of all our children are important. As a Christian school we believe that every child should feel wonderful, amazing, loved, valued and unique, because God made us that way. We encourage all our children to achieve the highest possible standards and develop their skills to become lifelong learners.

1. Introduction

At Nettleham Church of England Aided Junior School we endeavour to create a caring, co-operative ethos through both personal and social education and cross-curricular themes. We try to emphasise positive behaviour at all times. Our school rules are made up of mainly 'do's' not 'don'ts' as we are trying to describe the kind of behaviour we want to see.

However, we feel that bullying does sometimes occur and the aim of this policy is to give pupils, parents and staff (teaching and non-teaching) a common whole school strategy to combat it.

2. What Is Bullying?

Bullying is defined as repeated, intentional behaviour by an individual or group that is meant to hurt, intimidate, or exclude another person. It can take many forms, including:

- **Physical Bullying:** Hitting, kicking, pushing, shoving, or any other form of physical violence.
- **Verbal Bullying:** Name-calling, insults, threats, teasing, or spreading rumours.
- **Social Bullying:** Excluding someone from a group, spreading rumours, damaging someone's reputation, or manipulating friendships.
- **Cyberbullying:** Using electronic communication (e.g., social media, text messages, emails) to bully, harass, or threaten someone.
- **Prejudice-Based Bullying:** Bullying based on a person's race, religion, gender, sexual orientation, disability, or any other protected characteristic.

Important Considerations:

- Bullying can occur face-to-face or online.
- It can be direct (e.g., openly calling someone names) or indirect (e.g., spreading rumours behind someone's back).
- A single incident can be considered bullying if it is severe enough or part of a pattern of behaviour.

Bullying may take place on the way to school, in school, at play and lunchtimes and on the way home from school. It may occur several times a day or week but it can go on for months or years. However, it does not have to continue for a long time without damaging the victim and all those who look on and feel threatened and helpless by what is happening.

3. **Who Bullies?**

We should approach this question with an open mind because bullies come from all types of home backgrounds, all races, all cultures, both sexes and are found in nursery schools to colleges.

Both boys and girls tease as a means of bullying but boys tend to use physical means whereas girls tend to use more subtle means such as exclusion from a social group. Boy bullies tend to pick on both boys and girls but girls predominantly bully other girls.

Bullies are often bigger and stronger than average and older than their victims. They have a strong need to dominate others and are often aggressive towards parents, teachers and siblings.

However, the bully needs protection as well as the victim because often the important adults in the bully's life may be bullies themselves and the bully may be inconsistently punished by these adults. By living with parents who abuse the bully, or each other, the bully learns that aggression and violence are appropriate and effective means of getting your own way and dominating others.

4. **Who Are The Victims?**

Victims do not necessarily have to be different from the accepted norm, it can just be a case of being in the wrong place at the wrong time. (The bully may feel a variety of emotions ranging through hatred, envy, anger, jealousy, revenge and thwarted friendship).

Generally, however, the victims are not particularly assertive, often younger, more anxious, insecure, sensitive, cautious and quiet. They are often on the outside of the group and may have closer contact and more positive relations with their parents, in particular their mother.

5. **Strategies For Combating The Problem**

The ethos of our school must discourage bullying and everyone involved must implement the procedures laid down consistently, showing commitment from the whole school.

The ethos of our school promotes good behaviour. We must:

- Watch for signs of distress in pupils, eg. illness, poor deteriorating work, and isolation.
- Listen to all incidents and report these to the head teacher or deputy head teachers. If we don't it suggests support for the bullying.
- Ensure pupils know that their problems will be handled sensitively and discreetly.
- Make sure children are actively encouraged to talk about bullying, not only in class discussions but on an individual basis too.

- Discuss bullying in role play situations, to enable pupils to cope with bullies and also to place bullies in situations which require them to see things from the victims point of view
- Ensure activities are arranged to increase the self esteem of victims to counter their feelings of inferiority and guilt.
- We must not bully the bully as this gives credibility to their behaviour. We must help bullies to satisfy their needs through working with others rather than in confrontational or competitive ways.
- Be aware of any problem areas within the school's environment and organisation, eg. monitor toilets carefully at playtimes, watch the children in the corridors and so on.

MOST IMPORTANT: Only accept people who do not bully. Peer group disapproval is one of the strongest disincentives for any form of anti-social behaviour. Bullies will soon stop if they are socially excluded.

6. The Complaints System

Teaching and non-teaching staff must listen to the complaint seriously and then report the incident to the head teacher or the associate head teacher. The head teacher or associate head teacher will then talk to the victim and the bully/bullies separately. Both points of view must always be listened to and witnessed independently interviewed. Both victim and bully will write an account of the incident/s from their own point of view (if it is a very young infant a scribe may be used), these will then be dated and kept on file.

Depending upon the nature and frequency of the incident, parents of the bully will then be invited into school to discuss the situation.

In extreme cases, the behavioural support service will be invited to school to discuss specific problems and to help bullies, victims and their families. All incidents which are reported, either by a child or parent, to the head teacher or deputy head teacher will be recorded in a notebook with dates and brief details.

7. Procedure

- Children will be trained to deal with the initial stages of bullying as part of the social training in classroom and playground.
- The children will be encouraged to enlist the teachers' or supervisors' help at any time
- The teacher or supervisor will listen to both parties involved and investigate thoroughly
- The teacher or supervisor will bring them together to air their grievances to each other
- The teacher or supervisor will explain why their actions are wrong with reference to the ethos of the school and gospel values
- If the teacher is satisfied that an act of bullying has been committed than the parents of the "bully" must be involved in the development process
- All will agree on a future plan of action including appropriate apologies

- The situation will be monitored by the teacher or supervisor
- The Headteacher will be kept informed and will intervene if the situations worsen
- If the situation remains unresolved the Headteacher will consider further disciplinary measures to prevent and deter

8. Advice To Victim

Tell the victim there is nothing wrong with them - they are not the only ones being bullied.

Do not hit back - it will make matters worse.

Encourage child to recruit friends.

Advise them not to buy the 'friendship' of the bully with sweets etc.

Let the child know they can trust in an adult (head teacher or associate head teacher) and keep informing them if there are incidents.

Last reviewed: 14th March 2024

Next review due: March 2027

**Nettleham Church of England Junior School
Report on Alleged Bullying Incident**

Name of alleged victim Class:
Where and when
Place where alleged incident/s took place
Date of alleged incident Time of day
Who was involved
Name(s) of alleged bully/bullies
Names of witnesses
What happened

Details of incident (please continue on reverse of form if necessary)

Judgment made based on evidence available (proven/not proven)

What happens next

Details of action to be taken

Signed Date