Maidenbower Junior School

Anti-Bullying Policy

Together
Everyone
Achieves
More

Approved by:	Head teacher, SLT, GDPR Officer and Full Governing Body	**Date:** November 2020
Last reviewed on:	February 2025	
Next review due by:	February 2027	
Version number:	6	

1. Reviewed: February 2025
2. Review : February 2027

The Anti-Bullying policy operates in conjunction with the following policies:

- Behaviour Policy
- Exclusion Policy
- Special Educational Needs and Disabilities Policy (SEND)
- Equality Policy
- Attendance Policy
- Safeguarding and Child Protection Policy
- Exclusion Policy
- Positive Handling Policy
- Child on Child Policy

The aim of the Anti-Bullying Policy is to ensure that our pupils learn in a supportive, caring and safe environment without fear of being bullied. It should be read in conjunction with the school's Behaviour Management Policy and Safeguarding and Child Protection Policy. Bullying is anti-social behaviour and affects everyone not just the victims and bullies; it also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our school.

Bullying is defined as deliberately hurtful behaviour, ***repeated over a period of time***, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- physical (e.g. hitting, kicking, theft)
- verbal (e.g. name calling, racist remarks)
- indirect (e.g. spreading rumours, excluding someone from social groups)
- damage to property or theft

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. All pupils should be encouraged to report bullying in school as soon as possible so that effective and appropriate action can be taken.

All teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Implementation

The following steps should be taken when dealing with incidents in school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to SLT.
- The Headteacher or other member of SLT will interview all concerned and will record the incident on CPOMs (Child Protection Online Monitoring System)
- Class teachers, heads of year and other relevant staff will be kept informed and involved as appropriate
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils

Pupils who have been bullied in school will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- reassuring the pupil

- offering continuous support
- restoring self-esteem and confidence
- may be supported by our pastoral team or the school councillor

Pupils who have been accused of bullying will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken (depending on the nature and extent of the bullying and also taking account of individual factors and circumstances):

- official warnings to cease offending
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Partnership with parents

Parents are actively encouraged to inform the school of any concerns expressed by their children. Parents are encouraged to look out for any unusual behaviour in their children or in the standard of their work. If parents or carers feel their child may be a victim of bullying behaviour, they should inform the school immediately. Incidents will be investigated in a discrete manner and a member of staff will inform the parent of the findings and discuss any further action. All children should be made fully aware of the school policy concerning bullying, that they must not be afraid to ask for help and that it is not their fault if they are being bullied.

The wider Curriculum

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Cyber bullying

We are getting increasingly concerned about our children's use of social media. This is covered as part of our computing provision and leaders communicate with families when there are concerns about content and usage put on social media sites.

Signed by:

Simon Pike
Head teacher

Patricia Wright
Chair of Governors

1. Reviewed: February 2025
2. Review : February 2027