

## ANTI BULLYING POLICY

Date written: July 2021

Review date: July 2023

### Vision

The Pioneer Academy is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

**Bullying of any kind is unacceptable at Holland Junior School.**

### How We Prevent Bullying

We promote a positive ethos of mutual respect and reward positive behaviour - see equality statement/behaviour/e-safety policies.

We raise awareness of bullying through assemblies and lessons taught as part of the Personal, Social, Health and Economic Education curriculum and an annual Friendship day held during Anti-bullying week (November).

We deal with bullying by implementing our Behaviour and Anti-Bullying Policies consistently.

Everyone connected with the whole school community needs to be involved in preventing and eliminating bullying.

### Definitions of Bullying

**"Persistent, offensive, abusive, intimidating, malicious or insulting behaviour, which amounts to an abuse of power or authority, which attempts to undermine an individual or group of people and which may cause them to suffer stress."** PCS Union

- **Physical**  
This can be the physical act of hurting someone through pushing, kicking, hitting or pinching.
- **Verbal**  
It might be done through verbal insults; making fun of a person's appearance or work they have done, taunting, name calling and belittling them (making them feel small) in front of others or hiding their belongings.

- **Emotional**

This can be the act of leaving someone out of discussions, games etc, so that they feel unwanted or that no body likes them.

- **Cyber Bullying**

Pupils can be targeted with cyber bullying in their own homes, by phone texts, silent calls, on instant messenger and by abusive websites and forums set up to cause humiliation and embarrassment.

### **What is bullying is like for the Target?**

Bullying is something that makes the target feel very unhappy and lonely. It feels frightening and the target can feel that it is happening every day. Targets of bullying feel that there is nothing that they can do to stop the bully.

Teachers, parents and other children must show the target that they care and want to help.

### **Procedure for the Reporting of Bullying**

#### **Parents and Carers**

Parents and carers should approach their class teacher in the first instance if they have concerns. The school will carry out a full investigation following the guidelines of the Anti-Bullying Policy with written notes kept and logged onto CPOMs. If parents or carers wish to take the matter further, they should make an appointment to speak to either the Head Teacher or Deputy Head Teacher. If there are any further concerns, they need to consult the Complaints policy.

#### **Pupils**

Anyone who feels they are being bullied or knows of a child who is being bullied should tell any adult in the school. A listening ear service is used throughout the school. A full investigation will be carried out following the guidelines of this policy with written notes on CPOMs. If after this, they feel the matter is still unresolved, they should talk to the Head Teacher or Deputy Head Teachers.

#### **Staff**

All reported incidents from parents, pupils or staff will be recorded to detail what happened and who was involved; a full investigation will be carried out following the guidelines of this policy. A record is kept on CPOMs.

## **Guidelines for dealing with reported incidents of bullying**

Children suspected of bullying will be dealt with as follows:

1. The alleged bully/bullies will be approached by an adult (staff member at the school) and given the chance to explain their actions. The incident and outcome of the discussion will be noted and a copy kept on CPOMs (school record).
2. If bullying is substantiated, then consequences of the incident will be explored i.e. how the target feels and reasons for a child wanting to bully. Children who are proven to have bullied will miss playtimes and have in school isolation in accordance with the Positive Relationships Policy.
3. Ways to change behaviour will be discussed with supporting strategies and targets put in place.
4. The bully will need to show remorse for his/her actions.
5. The target will be supported in building self confidence.
6. Parents of the bully will be informed and invited into school. A record of the incident will be kept on the child's file.
7. Behaviour of the bully will be monitored – in accordance to the Positive Relationships Policy.
8. Repeated incidents will be dealt within school isolations and fixed term exclusions.