

Policy on Bullying

Aims

The aim of this policy is to ensure that pupils at Haddenham Community Junior School learn in a supportive, caring and safe environment without fear of being bullied.

At Haddenham Community Junior School we have a positive approach to behaviour and take the prevention of bullying as a serious concern. Staff display good examples of considerate behaviour and working together, in dealing with each other as well as with pupils.

Bullying is antisocial behaviour and affects everyone. It is unacceptable and will not be tolerated.

Bullying is anything that intends to hurt or belittle someone, making them feel ashamed, unhappy or afraid; **repeated over a period of time.**

The following behaviour is not tolerated:

- Physical bullying - e.g. hitting, kicking and stealing from.
- Verbal bullying - e.g. name calling, making threats, making racist remarks, laughing at or ridiculing someone.
- Indirect bullying - e.g. spreading rumours, excluding someone, ignoring or not talking to someone
- 'Cyber' bullying - e.g. malicious texting, e mailing or abuse through chat rooms such as MSN.

It is unacceptable to be part of a bullying group. Excuses such as, "I was there but didn't do anything," are unacceptable. If someone who is part of a group does not try to stop it or get help they are partly responsible.

Staff will:

- Treat reports of bullying seriously.
- Keep a school based record of bullying incidents, of which alleged perpetrators and victims are aware.
- Help children to find a range of options for coping with difficult situations.
- Encourage children to report all cases of bullying.
- Make sure parents are aware of the school policy on bullying.

- Within the school curriculum, raise the awareness of the nature of bullying through PSHE, school assemblies and subject areas where appropriate.

Implementation

The following steps may be taken when dealing with incidents.

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
2. The Headteacher or a senior member of staff will interview those concerned and record the incident.
3. Class teachers will be kept informed.
4. Parents will be kept informed.
5. Punitive measures will be used as appropriate.

Support

Pupils who have been bullied will be supported by:

- Being given an opportunity to discuss the experience with a member of staff.
- Being reassured.
- Having their self esteem and confidence restored.

Pupils who have bullied will be helped by:

- Discussing what has happened.
- Discovering why they became involved.
- Establishing the need for change.
- Informing parents/guardians in order to help change the attitude/behaviour of the pupil.

Discipline

The following disciplinary steps can be taken:

1. Warnings to cease offending behaviour.
2. Lunch and break detention.
3. Informing parents.
4. Fixed term exclusion.
5. Permanent exclusion.

Monitoring, evaluation and review

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