



# South Haringay School

## Anti - Bullying Policy

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Member of staff responsible: Ian Scotchbrook

Date to be reviewed: Spring term 2017

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At South Haringay Junior School we respect every child's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available. Bullying of any kind is unacceptable in our school. Our anti-bullying policy ensures that all our children can learn in a supportive, caring and safe environment without fear of being bullied. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening is expected to tell the staff, parents or a trusted adult.

### What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. This may also include passive aggressive behavior such as intentionally leaving someone out of work or play. Bullying results in pain and distress to the victim. It is different from other types of aggressive behaviour because it is defined as something that happens more than once and is directed specifically at an individual or group.

We define bullying as physical, emotional or verbally aggressive behaviour that occurs 'Several Times on Purpose'. The school uses this definition to help children understand the seriousness of bullying compared to other unacceptable behaviours and provides the '**STOP**' acronym that leads to children knowing they should 'Start Telling Other People.



## S.T.O.P.

Bullying is if someone does something unkind to you:

Several

Times

On

Purpose

If someone does start bullying you, you must:

Start

Telling

Other

People

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting



- Physical - pushing, kicking, hitting, punching or any use of violence
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet ,such as email & internet chat room misuse
  - Mobile threats by text messaging
  - Misuse of associated technology , i.e. camera & video

It can also include material bullying which includes damage to belongings and extortion.

Perpetrators may use different pretexts as the basis of their bullying, basing their comments or actions on:

- The religious background or faith of the person bullied
- A disability, perceived physical difficulty or Special Educational Need.
- The race of the victim: e.g. racist name calling, taunts, graffiti or gestures
- The sexuality of the victim: e.g. homophobic bullying

Bullying can also take place through third person involvement i.e. another person being encouraged to take part in any of the behaviours above.

All staff should also be aware to the possibility of a member of staff bullying a child. Should anyone suspect that this is taking place this should be reported immediately to the Headteacher. This also includes any incidents of adult bullying by staff or parents. If the Headteacher is suspected of bullying, the matter should be reported to the Chair of the Governing Body.

### **Bullying is not:**

- It is important to understand that bullying is not the odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a



child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

- We do not accept physical violence of any kind in our school as highlighted by our behavior policy. However a physical fight, or one child lashing out at another, with or without provocation, will not necessarily be considered bullying. All such incidents will be considered serious and will be investigated. When investigating staff will be open to the fact that the behavior exhibited may be an indicator of bullying.

**Bullying is defined as [Several Times on Purpose](#)**

## **Procedures - Reporting**

### **Children**

- Children are encouraged to '[Start Telling Other People](#)'
- They are encouraged to report possible bullying to any member of staff they trust, a friend or a member of their family.
- Children may post a message in the 'Mentor Mail' box to voice any concerns.
- Children who are 'bystanders' are encouraged to support their peers by reporting any suspected bullying.

### **Staff**

- All incidents of suspected bullying will be dealt with by the member of staff it is reported to, usually the class teacher.
- All staff are responsible for the health and well-being of the children and have a duty to respond seriously to any claim of bullying.
- The member of staff should record the suspected bullying on 'My Concern.' They should also update 'My Concern' to report the outcome of the investigation.
- Where it is not clear whether the incident is bullying or not, the children should be monitored over a period of 3-4 weeks and 'My Concern' updated to show the



outcome and appropriate action taken. The SMSAs should be made aware of the concern to support monitoring.

- If the member of staff is unable to investigate the matter, the concern must be **referred immediately** to a senior member of staff.
- If bullying is confirmed, the Headteacher will also be informed.
- Teaching Assistants should report to a class teacher or senior manager if they have any concerns about potential bullying.
- Lunchtime supervisors report to the class teachers and the Headteacher where there are any concerns about children's behaviour.

## Parents

- Parents are encouraged to share any concerns with their child's class teacher or a member of senior management.
- If necessary and appropriate, particularly if behaviour in school is repeated out of school, the police could be consulted.

## Procedures – Outcomes

### Victim

- The bullying behaviour or threats of bullying must be investigated immediately and the bullying stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'
- The victim will be supported to rebuild a relationship with the perpetrator using a structured approach based on the principles of restorative justice
- Referral to our counsellor or learning mentor may be considered appropriate.
- Following investigations, staff will periodically 'check in' with children that have been the victim of bullying to ensure that the child feels happy and secure at school.



## Perpetrator

- Most importantly, the perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence
- Children are helped to reflect upon their actions and to empathise with how the bullied child may feel.
- Children that have bullied are supported to modify their behaviour – this may be through structured lunchtimes including pastoral support (e.g. Counsellor or learning mentor) and involvement of parents to reinforce the unacceptable nature of bullying.
- Temporary exclusion for one or more days may be considered if appropriate.
- After incidents have been investigated and dealt with, each case will be monitored.

## Parents

- Parents / carers of both victim and perpetrator will be kept informed throughout the process
- Close contact will be maintained with the victim's parents or carers to ensure that the victim adjusts positively back to school life as quickly as possible.
- Parent views will always be considered, but the school will stress that, wherever possible, reconciliation will be considered in order to provide clear resolution for all concerned while not condoning the bullying.