



**Winterbourne Junior Girls' School  
Anti-bullying**

This policy is to be read in conjunction with the following policies:

- Positive Behaviour
- Teaching and Learning
- PSHE & Citizenship
- Equality
- Safeguarding
- Health and Safety
- Sex and Relationship education
- SEND
- Parental Code of Conduct

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# Winterbourne Junior Girls' School Anti-bullying policy

## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our girls at Winterbourne Junior Girls' School so that they can learn in a relaxed and secure atmosphere.

Bullying is without doubt the MOST serious form of misbehaviour in school. Bullying of any kind is a totally unacceptable form of behaviour at our school and will be dealt with firmly and decisively.

If bullying occurs, 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.

## The purpose of this policy is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.
- to outline the content and manner in which anti-bullying education will be delivered in this school

This policy statement applies to anyone working on behalf of Winterbourne Junior Girls' School, including paid staff, volunteers, sessional workers, agency staff and students.

## The school aims to:

- reduce the incidence of bullying in this school
- create a safe environment for all pupils and staff

The school will work towards these aims in partnership with pupils and parents.

## What is Bullying?

**Bullying** is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Homophobic / Trans-Gender	because of, or focussing on the issue of sexuality
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	<p>Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites</p> <p>excluding a child from online games, activities or friendship groups</p> <p>sending threatening, upsetting or abusive messages</p> <p>creating and sharing embarrassing or malicious images or videos</p> <p>'trolling' - sending menacing or upsetting messages on social networks, chat rooms or online games</p> <p>voting for or against someone in an abusive poll</p> <p>setting up hate sites or groups about a particular child</p> <p>encouraging young people to self-harm</p> <p>creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name</p>

### **What does the law say and what do I have to do?**

Every school must have measures in place to prevent all forms of bullying. The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

A whole-school approach is key to preventing and tackling bullying (Department for Education (DfE), 2018a). This includes bullying that happens outside school and online.

Schools should work to create an inclusive and supportive learning environment where children, young people and adults treat each other with respect. As part of this, staff and volunteers should challenge inappropriate behaviour or language and not dismiss it as 'banter' (DfE, 2018a).

### **The Equality Act 2010**

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Maintained schools and Academies are required to comply with the new Equality Duty. Part 6 of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

### **Safeguarding children and young people**

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

### **Criminal law**

Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986.

If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communications Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic

communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

### **Bullying outside school premises**

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed. In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

### **Indicators that a child could be experiencing bullying include:**

Children may :

- be frightened of walking to and from school
- change their usual route
- not want you to go on the school bus
- beg you to drive them to school
- be unwilling to go to school (or be 'school phobic')
- feel ill in the mornings
- begin truanting
- begin doing poorly in their school work
- come home regularly with clothes or books destroyed
- come home starving
- become withdrawn, start stammering, lack confidence
- become distressed and anxious, stop eating
- attempt or threaten suicide
- cry themselves to sleep, have nightmares
- have their possessions go missing
- ask for money or start stealing (to pay the bully)
- continually 'lose' their pocket money
- refuse to talk about what's wrong
- have unexplained bruises, cuts, scratches
- begin to bully other children, siblings
- become aggressive and unreasonable
- give improbable excuses for any of the above

(Kidscape 2010)

- being reluctant to go to school
- being distressed or anxious
- losing confidence and becoming withdrawn
- having problems eating and/or sleeping

- having unexplained injuries
- changes in appearance
- changes in performance and/or behaviour at school
- child isn't spending time with their usual group of friends
- child has become isolated
- other children's behaviour towards a child has changed

(NSPCC 2019)

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **Procedures/Outcomes**

### **Procedures for all staff**

When bullying is evident or reported:

- Staff will intervene when bullying is reported.
- Staff will investigate – listen to all parties and witnesses.
- The incident will be recorded.
- The child being bullied will be made aware that the incident will be dealt with.
- A suitable sanction (using the school's behaviour ladder) will be implemented for the child doing the bullying in order to modify or change the behaviour.
- Parents of the child/children doing the bullying will be asked to attend a meeting to discuss their child's behaviour.
- The parents of the child being bullied will be informed and invited to meet with an appropriate member of staff.
- Staff will monitor the behaviour of both "victim" and "bully"
- After the incident has been investigated and dealt with, each case shall be monitored to ensure repeated bullying does not take place

Please note that all forms of bullying are dealt with as 'Red Card' offences and as such parents will be informed of their child's behaviour – please refer to Winterbourne Junior Girls' Behaviour Ladder (appendix 1 – Positive Behaviour policy).

### **Support**

The first priority will be to support the victim. The victim will be reassured and offered further support and efforts will be made to restore confidence and self-esteem.

Victims will be:

- listened to
- given support
- helped to develop strategies to prevent re-occurrence (without the use of physical retaliation)

If a child has experienced bullying or if a child has been identified as a bully or a victim we may do one of the following activities to support them.

- Circle of friends: A small number of pupils volunteer to form a circle of friends for a vulnerable pupil to help improve the pupil's level of inclusion and acceptance and to increase insight into her feelings and behaviour.
- Buddying: Buddying involves assigning selected pupil volunteers to be with and befriend pupils who are being bullied or having difficulties because they are new to the school or upset by an event outside school, e.g. a family bereavement. The objective is to give the befriended pupil someone to talk to and to help them feel more positive about themselves.
- Behaviour Support: We may enlist the help of Behaviour Support in working with children who have been identified as being bullies.
- Mediation by adults: Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school.

The following steps will be taken when dealing with incidents:

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 the head teacher or deputy headteacher via CPoMs. The HT or DHT will interview the children concerned and will report the outcome to the class teacher/teachers of those children.

Sanctions will be applied to those children who are bullying, as appropriate.

This may be:

- Apologise to the victim(s) verbally or in writing
- Removal of privileges
- Loss of playtimes
- Spend playtimes and lunchtimes with an adult
- Go on an individual support plan
- Be withdrawn from participation in school visits, clubs and events not essential to the curriculum.
- Fixed term exclusion
- Permanent exclusion
- Other sanctions may be used as appropriate in discussion with those concerned.

The child/children who have bullied will be helped to understand the impact of their actions on the victim, what happened and why it happened. They will be helped to understand that what they have done is wrong and that they need to change their behaviour. Parents will be asked to help to change the attitude of the bully.

### **Preventing Bullying Behaviour at Winterbourne Junior Girls' School**

In order to prevent the prevalence of bullying behaviour at our school we will:

- Teach children and adults about bullying behaviour and help them to understand why it is so damaging and unacceptable through assemblies, PSHE lessons, National Anti-bullying Week, through circle time discussions, drama and by using non-bullying methods of teaching and class management.
- Monitor the well-being of children through discussion, feelings scale and worry box.

- Promote awareness and respect of peoples' differences through a varied use of inclusive materials and Disability Awareness.
- Encourage children to tell an adult if they are worried or feeling threatened and include this in our discussions with the children.
- Explain that any person who sees bullying behaviour but does not report it to an adult is actually making it worse /reinforcing it.
- Encourage children and all members of the school to use the repair and rebuild strategies – approach and use of cause and effect maps.
- Never forget that bullying behaviour is learned and can therefore be unlearned.

### **Parental involvement**

All instances of parental complaint regarding bullying are investigated, usually by the class teacher in the first instance. The complainant is kept informed (either through writing, appointment or by telephone conversation) about any subsequent action.

We are aware that parents will be worried and anxious if they feel that their child is involved in bullying behaviour whether as a victim or perpetrator. We would encourage parents to:

- Carefully listen to their children and support them.
- Encourage their own children and any that they know are being bullied to tell a member of staff.
- Encourage victims not to fight back.
- No pupil(s) should be approached inappropriately by another child's parent/carer or sibling.
- Discuss their concerns immediately with the class teacher, if they are not satisfied with the response, they should contact the Headteacher, the deputy Headteacher.
- Refer to School Policies and advice materials.

Please note that parents have a responsibility to support the schools positive behaviour and anti-bullying policies.

Other school policies which have relevance to the anti-bullying policy are:

- Teaching and Learning
- PSHE & Citizenship
- Equality
- Safeguarding
- Positive Behaviour
- Health and Safety
- Sex and Relationship education
- SEND
- Parental Code of Conduct

The school and governing body will review this policy regularly and assess its implementation and effectiveness. All members of the school community have a duty to ensure that children are protected at all times.

## Help Organisations

- [Family Lives](#) (previously Parentline Plus) 0808 800 2222 - gives support and advice for parents on any aspect of parenting and family life, including bullying.
- [Contact](#) has a helpline for families with disabled children - they can give advice on bullying issues. You can contact them on 0808 808 3555 and visit their website for more information
- [The Child Exploitation and Online Protection Centre \(CEOP\)](#) Provides help and advice on cyberbullying, the Centre maintains a website called [Think U Know](#) for children and young people, and parents and carers about staying safe online.
- [Internet Matters](#) Provides regularly refreshed content to support parents and carers with all aspects of e-safety. Includes lots of advice on technology that can help you to protect your child online and helpful content relating to cyberbullying.
- [Kidscape](#) Provide workshops for children that need support with bullying issues as well as a helpline for parents and carers
- [NSPCC and O2](#) have a free online safety helpline for parents and carers - 0808 8005002
- [Ofsted Parent View website](#) This website has an online questionnaire that allows parents and carers to give their views on their child's school at any time of the year. The questionnaire asks for parents for their opinion on 12 aspects of their child's school, from the quality of teaching, to dealing with bullying and poor behaviour, with a final question as to whether or not they would recommend the school to other parents.
- [Red Balloon Learner Centres](#) Red Balloon provide intensive, full-time education for children aged between 9 and 18 who feel unable to return to school because they have been severely bullied. There are Red Balloon Centres all over England, and they also have a programme of online support.
- [Welldoing](#) is an independent, UK-wide directory of therapists and counsellors who are all members of reputable professional organisations. There is a separate search function for children and adolescents in need of therapists and counsellors. It also supplies information and advice in the areas of mental health, wellbeing and development.

- [Counselling Directory](#) provides a huge support network of counsellors, enabling visitors to find a counsellor close to them and appropriate for their needs.
- Stop It Now. Confidential helpline about child sexual exploitation <https://www.stopitnow.org.uk/>
- YoungMinds parent helpline: <https://youngminds.org.uk/find-help/for-parents/parents-helpline/>
- PACE (Parents Against Child Exploitation) have a parent helpline that can provide advice about online safety <https://paceuk.info/for-parents/telephone-support/>
- Report Harmful Content Online (provided by the UK Safer Internet Centre and South West Grid for Learning) have a website which has support about reporting content: <https://reportharmfulcontent.com/>