



Cheam Park Farm Junior School Anti Bullying Policy

AIM

Our vision is for Cheam Park Farm Junior to be a caring community where every child achieves their potential. This vision is encapsulated in our school code: *Polite, friendly and happy are we. Caring and sharing we try to be.*

Bullying is not a behaviour we accept at Cheam Park Farm Junior. It can have a major impact on a child's emotional health and well being. This in turn may lead to impact on physical health and attainment in school. Bullying is a common cause of school absence and can therefore lead to a child falling behind in academic performance and social relationships.

The anti-bullying policy is underpinned by the five key outcomes from Every Child Matters

- Be Healthy
- Stay Safe
- Enjoy and Achieve
- Make a Positive Contribution
- Achieve Economic Well Being

These are not 5 separate outcomes but often relate to and interlink with each other and difficulties in one or more areas may have an impact on the others.

All agencies working with children have a duty to safeguard and promote welfare. This includes dealing with issues such as bullying. For schools this may include bullying that may take place away from the school premises such as while travelling to and from school.

What is Bullying?

Bullying is:

- Repetitive, wilful or persistent (although this does not exclude a one off serious incident)
- Intentionally harmful, carried out by an individual or group
- Based on an imbalance of power.

Bullying falls into four main groups – physical, verbal or written, cyber bullying and indirect bullying.

Structure

Any incidents which occur in school will initially be dealt with within the hierarchical structure of the staff:

Supervisor/teacher - class teacher – Year Group Leader – Assistant or Deputy Headteacher - Headteacher

Each class will have a class behaviour book for the recording of significant behavioural incidents. This follows the class through the school. An electronic central behaviour log of significant incidents is maintained by the headteacher and is available via SIMS and the MLE to all members of SMT. This enables the school to have a historic profile for any children demonstrating challenging behaviour and any child who is the victim.

The identified anti-bullying lead is the PSHE co-ordinator.

The aim when dealing with bullying is to prevent recurrence, and will focus on:

- a) supporting the victim/s, aiming to promote self- esteem and a sense of control;
- b) changing the attitudes and beliefs, as well as the behaviour of the bully. The school behaviour policy states that we will only intervene in incidents outside school where they have a direct impact on school life. Where incidents are reported of aggression during weekends and holiday time, the school's involvement will be judged against that criterion.

Procedure for Managing Incidents of Bullying

1. When a child feels he/she is being bullied in any way, they must feel able to go to any member of staff and tell them as soon as possible.
2. If a child becomes aware of the bullying of others he/she should tell any member of staff knowing that this information will be treated in confidence.
3. When a parent is aware of a case of bullying they should inform the class teacher immediately. The procedure below will be followed and parents informed of the outcome.
4. When any non-teaching member of staff is aware of bullying, they should also inform the class teacher immediately.
5. **As soon as a teacher becomes aware of a case of bullying they must:**
 - ensure that the Headteacher is informed and that an electronic record is made.
 - ensure that both / all children involved are talked to and the incident is thoroughly investigated.
 - ensure that parents of all children are contacted explaining the incident and the subsequent actions.
 - ensure an apology is made to victim and sanction applied as appropriate – for example the removal of privileges or the loss of playtimes.
 - help both children to avoid the situation in future in a way that is appropriate to the maturity of the child.
 - agree a behaviour contract with both children (either formal or informal)
 - arrange for the situation to be monitored by all adults involved.

If bullying reoccurs it may lead to:

- time out / internal isolation

The final sanction is:

- temporary / permanent exclusion

All incidences of bullying are reported termly to the governing body by the headteacher.

Staff will use their professional judgement to deal with any incident in the most appropriate way for the individuals concerned, and will be happy to discuss this with parents / carers.

Prevention

All school staff will use opportunities to raise awareness about bullying and our anti-bullying policy. This may be within the classroom, in PSHE, in assemblies, during Anti-Bullying Week and through discussions and activities on constructively managing relationships with others.

Advice for Children

If you are being bullied:

- Remember that the most important thing is to TELL someone. Tell your friends, tell your teacher, tell your parents or an adult you feel you can trust. If the bullying continues, then TELL AGAIN.
- If someone bullies you, stay calm and tell them to stop. If they don't, get yourself away from them as soon as you can, and tell an adult what has happened straight away. Never try to fight back.
- You shouldn't feel ashamed about being bullied. It's not your fault – but it is important that you get help. No one deserves to be bullied and you don't have to put up with it.

If you see someone else being bullied:

- Don't get involved yourself but TELL someone. The teachers need to know what is happening so that they can do something about it.

If you are bullying someone:

- Even if you think bullying is just a laugh, children who are bullied feel scared and upset. You can stop people feeling like that if you stop bullying them.
- Sometimes people who bully are unhappy about something in their own lives. Maybe they are angry about something and take their anger out on other people by trying to be tough. If you are upset or angry about something, talk about it instead of taking it out on someone else.
- Bullying can become a habit that's hard to break. But even if it seems hard to stop, you can change what you're doing. Talk to someone about how you feel.
- If you keep on bullying, you could get into a lot of trouble.

Advice for Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying should contact their child's class teacher immediately.

We advise parents not to try to deal with the matter themselves, but to inform the school so that we can investigate. Likewise, please encourage your child to report any bullying to their teacher or any other adult in school rather than "fighting back" or taking matters into their own hands.

If your child is either a victim or perpetrator of bullying, they will need your support. Their class teacher can help and advise how you can best do this.

This policy is complementary to Cheam Park Farm Junior's Behaviour Policy and eSafety Policy, it should be read in conjunction with it.