



Anti-bullying policy

Hamstel Junior School

Excellence in Everything

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Policy Statement

Hamstel Junior School is committed to providing a caring, friendly and safe environment for all children so they can learn in a relaxed and secure atmosphere, adhering to the three Hamstel rights:

- The right to be safe
- The right to respect
- The right to learn

Bullying of any kind is unacceptable in our learning community. If bullying does occur, there is an expectation that it will be reported so that it can 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 a member of staff, their parents or a friend.

Aims and Objectives

- To understand the definition of bullying.
- To make clear the procedures for reporting concerns about bullying, including what action to take when an incident of bullying is identified.
- To make it clear that bullying will not be tolerated.

What Is Bullying?

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Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.
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Department for Children, Schools and Families

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The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally emotionally or through cyberspace.
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Anti-Bullying Alliance

Bullying can be repeated:

- Emotional - being unfriendly, excluding, tormenting
- Physical - pushing, hitting, punching, kicking or any use of violence
- Verbal - name calling, sarcasm, spreading rumours, teasing
- Racial - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Online-where a pupil can be targeted online

For more information see: <http://www.gov.uk/bullying-at-school/bullying-a-definition>

Why is it Important to Respond to Bullying?

Bullying can take place anywhere: in schools, in the home and within the community. It damages children and young people's physical and mental health, their ability to learn as well as their ability to build and sustain relationships. It can also destroy self-esteem with the effects sometimes lasting into adult life. For a small few, it leads to self harm and even suicide.

No one deserves to be a victim of bullying. Everyone has the right to be treated with respect and children who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to incidents of bullying as part of our commitment to ensuring that children are safe whilst in our care.

Signs of Bullying

Children may indicate through signs or behaviour that they are being bullied. Adults should be aware of these possible signs and should investigate if a child:

- becomes withdrawn, anxious, or begins to lack confidence
- begins underperforming academically
- changes their usual routine
- cries themselves to sleep at night or has nightmares
- is unwilling to go to school (school phobic)
- is frightened of walking to or from school
- begins truanting
- self-harms, attempts or threatens suicide or runs away

Procedures

1. Children, parents or staff who witness bullying behaviour must report it to a class teacher, year group leader or the Headteacher so that the situation can be dealt with.
2. If appropriate, an investigation will take place and all children involved with the incident will have an opportunity to explain their side of the story.
3. Consequences issued for bullying behaviour can be:
 - Work to build relationships between the bullied and bully.
 - Removal from the playground or time in reflection.
 - Apologising verbally or in writing.
 - Internal exclusion.
 - Police involvement if a crime has been committed.
4. This will be followed by conversations or meetings with parents, detailing the incidents and explaining the consequences.
5. The children involved are monitored closely by all staff.
6. All incidents of bullying are recorded electronically on the school behaviour log (Arbor) by the member of staff dealing with the situation.

To prevent bullying at Hamstel we use a range of strategies:

- Anti-bullying assemblies
- Anti-bullying ambassadors and play leaders
- Racism awareness assemblies
- Anti-bullying week
- Cyber-bullying workshops
- PSHE lessons on bullying
- Writing about bullying
- Learning mentor support and interview around restorative justice and friendships
- Bullying questions on our annual questionnaires, including the school's worry box
- A diverse range of clubs at lunchtime to support children

If you are worried about bullying and would like advice, the following organisations may be able to help:

Childline	0800 11 11	www.childline.org.uk/Bullying
Kidscape	020 7730 3300	www.kidscape.org.uk
NSPCC	0808 800 5000	www.nspcc.org.uk

Next review date: December 2022