

THE JOHN HAMPDEN SCHOOL WENDOVER

 **Anti Bullying Policy**

**Introduction**

Everyone has the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person’s life. It can cause high levels of distress and affect well-being, behaviour and development. At The John Hampden School Wendover we are committed to providing a caring, friendly and safe environment for all so they can learn in a relaxed and secure atmosphere, free from oppression and abuse. Our school aims to promote equality and diversity, challenge discrimination and celebrate diversity.

What is Equality?

Equality is the principle of equal treatment for all people irrespective of their gender, ethnicity, disability, religious belief/ non-belief, sexual orientation, age, gender re assignment, marriage or civil partnership and pregnancy or maternity status.

What is Diversity?

Diversity is the acceptance that we are all different but we are all equal. Diversity focuses on valuing and celebrating the strengths in people’s differences.

**Statement of Intent**

Our vision at The John Hampden School Wendover is to have high standards of teaching and learning which challenge our pupils to achieve. Our anti-bullying policy supports this ideal by:

* Promoting respect and tolerance for each other and the school
* Helping pupils towards an understanding of what is right and wrong
* Supporting everyone in forming good relationships with adults and peers

We believe that students should be fully involved in the writing, implementation, monitoring and review of the anti-bullying policy.

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear. This involves including and engaging everyone’s perception of bullying.

**Aims and Objectives**

The aim of our anti-bullying policy is to:

* Clarify for students and staff what bullying is and that it is always unacceptable.
* Explain to staff, students and the school community why bullying and harassment occur and their impact on individuals and the school as a whole.
* Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

The John Hampden School Wendover also intends:

* To involve the school council in any planning, discussion and dissemination of any work related to anti-bullying
* To have in place an anti-bullying support system, that all staff and pupils understand and to apply the system consistently
* To regularly monitor and review the policy with the full involvement of staff, pupils,

parents/carers and the wider school community.

**Definition of terms**

**What is bullying?**

The John Hampden School Wendover adopts the following definition of bullying:

“Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause

emotional or physical harm to another person or group of people. Isolated instances of hurtful

behaviour, teasing or arguments between individuals would not be seen as bullying"

(Torfaen definition 2008)

Bullying, unlike other aggressive behaviour, usually has three common features:

* It is repeated by the same person or persons
* It is deliberate, hurtful behaviour
* It has an imbalance of power meaning one person can feel defenceless

Bullying usually takes one of four forms:

* **Indirect/Emotional**: being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or lunchboxes)
* **Physica**l: pushing, kicking, hitting, punching, slapping or any form of violence
* **Verbal**: name-calling, teasing, threats, sarcasm
* **Cyber**: all areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera and video facilities

**Signs & Symptoms**

* Not wanting to come to school
* Becoming anxious and withdrawn
* Sudden bed wetting
* Crying at night/nightmares
* Feeling ill in the morning
* Truanting
* Beginning to do less well at school
* Coming home with property missing
* Unexplained cuts and bruises
* Coming home hungry
* Lacking in confidence
* Becoming aggressive and unreasonable
* Bullying other children or siblings
* Refusal to say what is wrong and evading the issue
* Giving improbably excuse to any of the above

Bullying is usually directed at someone perceived to be ‘different’. This may be because of:

* Racial origin
* Ethnic group
* Gender based or homophobic abuse
* Physical difference
* Disability

The John Hampden School Wendover is aware that it is a possibility that the bully may be an adult and will follow whistleblowing and child protection procedures where this is the case.

**Practice and Procedures**

**A. What we do to prevent bullying**

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but not the pupil), and by being clear across the school that we follow school rules. All members of the school community are expected to report incidents of bullying.

**Encouragement to tell**

It is important that we create an atmosphere in school where anyone who is being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous. Home/School Diary faces allow for indirect/anonymous disclosure. Everyone must realise that not telling means bullying is likely to continue.

1. **Staff** have a vital role to play as they are at the forefront of behaviour management and supporting children’s sense of well-being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff will:

* Provide children with a framework of behaviour- Golden Rules - which supports the whole school policy
* Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere
* Provide children with a good role model
* Provide opportunities for children to share worries from within or outside school in a safe and supportive manner e.g. Bubble Time
* Raise awareness of bullying through stories, role-play, discussion, peer support, school council, CCCT, PSHE, P4C, and RE.
* Provide activities and events including Anti –bullying assemblies, Safety Week
* Through the Headteacher, keep the governing body well informed regarding issues concerning behaviour management
* Provide a key staff member who is responsible for the monitoring of the policy

Bullying in Staff

If a member of staff feels they are being bullied they should:

* Raise the issue with the Head Teacher. If the issue involves the Head Teacher , then the staff member should talk to the Chair of Governors
* Speak to their union representative if they wish
* Attend a conflict resolution meeting to address the issues following the advice of the Human Resources Team

2. **Parents/Carers**

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school:

* Support us in helping us meet our aims
* Contact the school immediately where they too, will be listened to and taken seriously. School should be contacted directly rather than other parents approached
* Feel confident that everything is being done to make sure their child is happy and safe at school
* Be informed about and fully involved in any aspect of their child’s behaviour
* Be informed about who can be contacted if they have any concerns about bullying.
* Encourage their child to talk to their teacher or the Head Teacher
* See Appendix 1 & 2

3. **Governors**

We expect that governors will:

* Support the Headteacher and the staff in the implementation of this policy
* Be fully informed on matters concerning anti-bullying
* Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

4. **Children**

We expect that Children will:

* Support the Headteacher and staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise. (e.g. via School council, circle time etc.)
* Be involved in the monitoring and review process for this policy
* Feel confident that everything is being done to make the school a safe and secure environment for them to achieve and learn
* Feel supported in reporting incidents of bullying whether this occurs within or outside school
* Be reassured that action regarding bullying will take place
* Talk to a member of staff if necessary

**B. Reacting to a specific incident**

**Recording**

All incidents in or out of class should be recorded on file and/or database. Incidents clearly identified as bullying must be reported to a senior member of staff. Parents (of both the bully and the person bullied) should be informed of what has happened, and how it has been dealt with. Records of discussions should be filed and minutes taken.

**Dealing with an incident**

Whenever a bullying incident is discovered The John Hampden School Wendover will go through a number of prearranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

1. The school community needs to be aware that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted.
2. School expects to support all involved by:
	* Talking through the incident with the bully and the person bullied
	* Making it clear that bullying will not be tolerated at The John Hampden School Wendover
	* Helping the bully and victim to express their feelings
	* Talking about which rule(s) has/have been broken
	* Discussing strategies for making amends
	* Providing safe places for vulnerable individuals at breaks and lunchtimes
	* Offering support and buddies to the victim
3. Nevertheless sanctions may include:
* Restorative justice approaches
* Lost Golden Time
* Time away from an activity within the classroom
* Missing break or another activity
* Formal letter home from the Headteacher
* Meeting with staff, parent and/or child
* Pastoral support plan
* Internal Exclusions
1. Parents (of both the bully and the person bullied) are informed of what has happened, and how it has been dealt with.

Records of these discussions will be minuted by a third person and filed.

 Failing face-to-face discussion, parents/carers will be informed of any incidents by

 letter.

1. Child protection procedures will always be followed when concerns arise using the BSCB threshold guidelines

**Monitoring**

Trends and strategies are analysed for inclusion in the Headteacher’s reports to governors.

Careful monitoring and analysis provides us with regular opportunity to link monitoring to action planning for the following school year.

**Policy Monitoring and Review**

Date of policy amendment – December 2016

Date of new review – December 2017

The School Council reviews the policy each year

Annual initiatives reported to Governors

Liaison with parents

Termly Behaviour Monitoring

Data from the monitoring and recording scheme is seen by governors once a term.

The senior members of staff for responsibility for this policy are Sue Barnes & Jo Spencer

The Governor with oversight of this policy is Paul Phillips

This policy has been written with due regard to the Education Act 2002; Education and Inspections Act 2006: Equalities Act 2010

**Links with other policies**: Complaints, E-safety, Mobile Device Policy, Behaviour, Use of restraint, Child Protection, Whistleblowing, Code of Conduct, Acceptable Use ICT.

**Appendix 1 – Sources of Information for Parents and Children**

Buckinghamshire Grid for Learning [www.bucksgfl.org.uk/antibullying](http://www.bucksgfl.org.uk/antibullying)

Anti-Bullying Alliance [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Advice for parents [www.parentscentre.co.uk/bullying](http://www.parentscentre.co.uk/bullying)

Advice for children and young people [www.needtoknow.co.uk/bullying](http://www.needtoknow.co.uk/bullying)

Bullying online [www.bullying.co.uk/](http://www.bullying.co.uk/)

NSPCC [www.nspcc.org.uk](http://www.nspcc.org.uk)

Childline [www.childline.org.uk](http://www.childline.org.uk)

Kidscape [www.kidscape.org.uk](http://www.kidscape.org.uk)

Beat bullying [www.beatbullying.org.uk](http://www.beatbullying.org.uk)

Young Minds <http://www.youngminds.org.uk/bullying>

The Children’s Legal Centre [www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)

Connexions [www.connexions.gov.uk](http://www.connexions.gov.uk)

**Helplines**

National Child Protection Helpline: 0808 800 5000

Samaritans: 08457 909 090

Childline: 0800 1111

The Children’s Legal Centre Advice Line: 01296 873820

Parentline Plus: 0808 800 2222



