



THE JOHN HAMPDEN SCHOOL WENDOVER

Anti Bullying Policy

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 an 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.

Definition of terms

What is bullying?

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

Bullying...

- is hurtful, threatening, harmful and disrespectful behaviours. Bullying incidents involve a bully or bullies, a victim or victims and bystanders.
- can include behaviours, which hurt, threaten or frighten another person or group of people.
- can be unprovoked, can happen again and again and sometimes can continue for a long period of time.
- is hidden and often victims do not tell about their experience for complex reasons.
- reflects the misuse of power with one or more people victimised by the bully or bullies.

Bullying behaviours can include physical, social and psychological aspects such as:

- name-calling, taunting, mocking, making offensive comments,
- kicking, hitting, pushing, fighting
- taking or damaging belongings, stealing belongings with threats
- gossiping, spreading hurtful and untruthful rumours,
- socially excluding people from groups, e.g. not talking to them, excluding them from activities.
- From outside school - text messaging, emailing, chat-room insults (cyber-bullying)

Bullying is harmful to all involved, not just the bullied, and can result in long-term outcomes of self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and in extreme cases serious mental health concerns and even suicide.

Other concerns, that might not necessarily easily fit into these headings, will be nevertheless taken seriously e.g. being picked on, taking advantage of another person.

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

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.

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
- Raise awareness of bullying through stories, role-play, discussion, peer support, school council, CCCT, PSHE, P4C, and RE.
- 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

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
- 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.

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
- Be reassured that action regarding bullying will take place

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 minuted by a third person.

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
 - Helping the bully and victim to express their feelings
 - Talking about which rule(s) has/have been broken
 - Discussing strategies for making amends
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
4. 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 should be minuted by a third person and filed.
Failing face-to-face discussion, parents/carers will be informed of any incidents by letter.
5. Child protection procedures should always be followed when concerns arise.

4.5 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.

5. Policy Monitoring and Review

Date of policy amendment – July 2020

Date of new review – July 2021

The School Council reviews the policy each year

Annual initiatives reported to Governors. Liaison with parents.

Data from the monitoring and recording scheme needs to be 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 James Edley

