
Anti-Bullying Policy



Bullying of any type by children or adults will not be tolerated in this school. It is everyone's responsibility to prevent it happening and this policy contains guidelines for all members of the school community.

Bullying is deliberately hurtful behaviour that is repeated often over a period of time, making it difficult for the person concerned to defend themselves. Bullying can take many forms and happen in person or through technology.

The 3 main types of bullying are:-

- **physical** - hitting, kicking, taking belongings or food, damage to property or clothing
- **verbal** - name calling, insulting or racist remarks
- **indirect** - spreading unpleasant stories about someone, excluding someone from social groups

This is not an exclusive selection and at Crofton Hammond Junior School, we recognise that all forms of bullying are equally damaging to the child.

Aims:

- we aim to prevent bullying at Crofton Hammond Junior School
- we aim to raise pupils awareness of bullying behaviour and the school's anti-bullying policy
- we aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school
- we aim to improve the play facilities so that we provide an interesting and stimulating environment for pupils alongside quiet seating areas that can be easily supervised

Reason for being a victim may be:

- race/sex/background
- new child in school
- child with family crisis
- disability
- timid children who may be on the edge or outside a group

Bullies make life miserable for many children.

Reasons for being a bully may be:

- victim of violence
- bullied at home
- enjoyment of power/creating fear
- not allowed to show feelings
- copying behaviour at home or on TV
- unhappy
- insecure
- self-hating.

It occurs in children from all backgrounds, cultures, races, sexes and ages

General statements about patterns of bullying:

- boys often bully younger children of both sexes
- girls often use verbal abuse and ostracise from peer group – usually to other girls
- some victims are also bullies
- some victims are treated as culprits
- onlookers are condoning bullying and becoming part of bullying.
- Online bullying occurs considerably less than face to face bullying incidents in the primary school, however, it can be more severe and it can take longer for the victim to disclose the incident.

Early signs of general distress could be:

- withdrawn
- deterioration of work
- spurious illness
- isolation
- desire to remain with adults
- erratic attendance
- general unhappiness/anxiety/fear
- late arrivals
- bed wetting
- cry themselves to sleep
- unexplained cuts, scratches, bruises
- unexplained missing possessions.

Prevention is better than cure so at Crofton Hammond Junior School we will:

- be vigilant for signs of bullying
- always take reports of bullying seriously and investigate them thoroughly.
- hold an annual anti-bullying week across the school in line with the National campaigns.

Children will be encouraged to report all incidents of bullying to an adult. Adults will investigate all allegations and information will be passed to the class teacher. Sometimes it will be more appropriate for a senior member of staff to investigate more serious incidents

Teachers and Support Staff will:

- Use the curriculum to increase children's awareness of bullying and to help them to develop strategies to combat it.
- Use discussion and role play to explore issues related to bullying and to give individual children confidence to deal with 'bullying'.
- Use the 'Anti-bullying Alliance' resource materials to help explicitly teach the message of anti-bullying alongside the PSHE curriculum and link to British Values.

Lunchtime Supervisory staff will:

- Ensure pupils are supervised at playtimes and lunchtimes.
- Patrol secluded areas such as toilets, corridors, and doorways.
- Observe pupils' play patterns and relationships – note children who appear isolated or unhappy and inform the class teacher.
- Investigate every allegation of bullying.
- Encourage children to use the play equipment and quiet areas around the school.

Resolution

Resolution is an important part of teaching children emotional understanding and resilience. It allows children to take responsibility for their actions and apologise. It also provides the victim with the tools to regain their confidence and establish relationships for the future.

Resolution at a child level:

If the incident is not too serious, a 'problem solving' approach may help. This may be undertaken with the Headteacher, Deputy Headteacher, Class teacher or ELSA. The adult tries to remain neutral and deliberately avoids direct, closed questions which might be perceived as accusatory or interrogational in style. He or she makes sure each pupil has an opportunity to talk and keeps the discussion focused on finding a solution and stopping the bullying from recurring.

The teacher can aim to help the pupils find their own solution to the personal disagreement, and also discuss with them how their proposals will be put into action.

A follow-up meeting with the pupils can find out whether their solution has been effective or not.

Resolution at a Teacher or Headteacher level:

For more serious incidents the Headteacher or Deputy Headteacher will take statements from all the children involved and inform the relevant persons of the details and actions taken.

A record must be kept of serious incidents – date – time – place – names of children involved and their accounts of what happened.

Older pupils may be able to write these themselves. A bullying record file is kept in the Headteacher's office.

Serious incidents must be reported to the Headteacher or a member of the senior management team. Persistent bullies may have a fixed term exclusion imposed

Parents

Where an allegation of bullying is alleged by a parent, staff will investigate this and ensure that a prompt response is given as soon as is practical to the parent.

Parents of both victim and bully will be informed if a case of bullying is confirmed and staff will undertake to give feedback to parents on the steps taken to address the issue whilst maintaining any necessary professional confidentiality in disclosing information about a pupil.

Involvement of parents in cases of serious bullying at an early stage is essential. The family of the bullied pupil may wish to involve the police in charging the bullying pupil(s) with assault. This is their right.

If necessary and appropriate, the issues will be further analysed with the possibility of outside agency involvement – e.g. behaviour support service. Parents will be kept informed at all stages.

This policy should be seen as part of the school **Behaviour policy**.

It will be reviewed at least annually and in the light of any changing circumstances.

Reviewed March 2025