



## Castleford Park Junior Academy Anti-Bullying Policy

*At Park Junior Academy we strive to provide a caring ethos where everyone in the school community feels safe, confident, valued and respected. Promoting an environment where everyone can live and work together in a supportive way enables all to reach their full potential, emotionally, socially and intellectually. Regular training for all staff members reflects and supports this ethos.*

*This policy aims to help children grow in a safe and secure environment and to become positive, responsible and increasingly independent members of our community. We have the following Key Rules that allow everyone to work together in an effective and considerate way.*

**Bullying is defined as deliberately hurtful behaviour, repeated regularly over a period of time, where it is difficult for those being bullied to defend themselves.**

Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Many experts say that bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways, it may be physical, psychological (knowing what upsets someone), derive from an intellectual imbalance, or by having access to the support of a group, or the capacity to socially isolate. It can result in the intimidation of a person or persons through the threat of violence or by isolating them either physically or online.

**However it manifests itself, bullying will not be tolerated at Park Junior School.**

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it. As a school we strive to:

- Promote a secure and happy environment free from threat, harassment and any type of bullying behaviour where pupils understand the way they should respect others and the importance of tolerance.
- Practise zero tolerance where bullying is concerned, ensuring there are fair and consistent consequences for the perpetrator taking into account any special needs, or disability issues the child may have.
- Inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- Ensure staff are aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.
- Ensure pupils feel confident about talking to members of staff about their worries and concerns and know that they will be taken seriously

### **Whole School and Individual Staff Responsibilities**

- Never ignore suspected bullying.
- Don't make premature assumptions.
- Listen carefully to all accounts and investigate as fully as possible.

- Adopt a problem-solving and restorative approach which moves pupils on from justifying themselves and aims to resolve the problem in a way that suits all parties.
- Follow-up repeatedly, checking bullying has not resumed.
- Use of a range of teaching and learning styles and strategies which challenge bullying and intolerance of any kind.
- Use interventions which are least intrusive and most effective to support both the victim and perpetrator.

### **Support for Parents**

When parents raise a concern that their child is being bullied it will be taken seriously and investigated thoroughly. In the first instance, it is important that the member of staff dealing with the incident gains a fair and accurate account of what has taken place, speaking to all children involved. Throughout investigation and when agreeing next actions, parents will be kept informed of what action is taking place and how it is proposed to be dealt with.

### **Procedures and Recording**

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be part of a number of incidents which are serious for the individual child. All reported incidents will be investigated immediately by the member of staff who has been approached or witnessed the incident.

The following steps will be taken when dealing with any incident:

- Listen to the child (and parent) reporting the incident and make sure that they feel that their concerns are being taken seriously.
- Check earlier reports and SIMs to establish if there are any previous incidents involving the same children and gain a fair understanding of the situation from all parties involved.
- Record the incident and inform a member of the SLT or AMS.
- If the incident does not merit a referral, the incident must be dealt with effectively and in line with the behaviour policy.
- Children and parents must feel that their complaint has been dealt with properly.
- The record is then in place if any other incidents occur involving the same people

Once a referral to the SLT has been made, a thorough investigation of the incident involving all parties will be undertaken and recorded in writing. After the investigation has taken place, a decision should be made as to whether a case of persistent bullying is taking place. If this is the case, the parents of the perpetrator will be invited to discuss the situation with the Headteacher or a member of the Senior Leadership Team as appropriate and a conference may be called where all parties involved sit down together to decide on an appropriate solution. Parents of the bullied child will be kept informed of the whole process and it is vital that they feel satisfied with the way the incident has been dealt with.

When the Head Teacher is satisfied that measures put in place to resolve any bullying have been successful, an evaluation form will be completed to gather the school, pupil and parent voice. Two copies of this document will be sent to parents with an explanatory letter. This evaluation will be used to constantly improve our practice.

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff without fear of the situation recurring
- Reassurance and offering of continual support - using a peer mentoring system to help them feel happy and secure when coming to school
- Support to restore self-esteem and confidence

Pupils who have bullied will be supported by:

- A right of reply and staff who will treat them fairly and investigate the situation fully
- Staff who will establish the wrong doing and ensure the pupil understands their need to change - including giving an appropriate consequence
- Restorative work to help the pupil(s) understand the impact and consequences of their actions
- Informing parents or guardians to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour and create an atmosphere of tolerance and respect for all - as highlighted in our Key Rules and behaviour policy.

### **Incidents of bullying outside the school's premises**

Although schools are not directly responsible for bullying off the school premises, we would still encourage victims "not to suffer in silence". Actions the school could take, if deemed appropriate, include:

- talking to the local police about the problems within the Community
- talking to the Headteachers of the schools whose pupils are involved in bullying off the Premises
- Alerting relevant parents to the situation that has been brought to the teacher's attention

Bullying can also take place via text messages, MSN, Facebook and other means of 'cyber communication'. This often happens out of school hours, but has implications for the parties involved when they are in school. We would always talk to pupils and parents about the issues and take their concerns seriously.

### **Adult Bullying**

From time to time, adults behave inappropriately towards each other. If any parent feels that they are being treated inappropriately within our school community they must report this to the Headteacher immediately.

On occasions, when a parent suspects another child of inappropriate behaviour towards their own child, they try to take matters into their own hands. This can result in:

- parents approaching other parents in groups
- inappropriate verbal exchanges in front of pupils
- a breakdown in communication

If children are experiencing problems with other children, parents must not try to take matters into their own hands. Parents confronting other parents in the playground is not acceptable and could be viewed as adult bullying. The school should be informed immediately of any concerns so that we may intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be.

**Monitoring, Evaluation and Review** of this policy will take place annually as part of the Safeguarding programme.