

Anti-Bullying Policy

Introduction

- **THIS DOCUMENT IS** a statement of the aims, principles and strategies used for the prevention of bullying at Bushy Hill Junior School.
- **IT WAS LAST REVIEWED** by the governing body in Autumn 2015
- **THIS POLICY WILL BE REVIEWED** in Autumn 2017

Aims

Bushy Hill Junior School does not tolerate bullying and takes a proactive stance to ensure that any incidents of bullying are dealt with quickly and effectively. Our ethos ensures an atmosphere of friendly relationships based on mutual respect, within a safe and secure environment. This policy is to be read and implemented in conjunction with the school's Behaviour Policy.

What is Bullying?

There are many definitions of bullying but the DfE advice states:

- Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. 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.

Bushy Hill Junior School regards instances of bullying as a serious matter. We recognise that bullying happens in all schools and we encourage children to speak out when confronted with a problem, either to a friend, a parent or a teacher. This is reiterated through regular assemblies and our 'STOP' posters displayed around the school. The teachers are also alert to signs that a child is unhappy and may talk sensitively to the child if suspicious. If parents find a problem, we encourage them to share their thoughts.



Procedures for dealing with bullying will be as follows:

1. The matter will initially be investigated by class teachers who will establish the facts of the complaint from all parties impartially.
2. Incidences will be talked through with the parties involved and an acceptance of responsibility/reparation achieved. All reported incidents of bullying will be brought to the attention of the Head/Deputy Headteacher who will decide on further action and the nature of the response.
3. Persistent cases will require meetings with a wider group of children to explore the causes of the bullying. Remedies will be agreed with parents and teachers. Progress will be constantly monitored by the class teacher.
4. The school will continue to inform parents of the situation until a case is resolved and all parties are satisfied with the outcome.

Delivery of the policy

- Raising awareness through assembly talks.
- Record of any behaviour incidents or concerns raised by parents.
- Consistent response to incidents.
- Support to all community members who may be involved.
- Discussion in class groups.
- Meetings between School Council and members of staff.
- Good lines of communication with parents.
- The use of appropriate teaching materials in PSHE and other curriculum areas.