

Dormers Wells Junior School

Policy on Bullying

Aim

To have high expectations of behaviour so that bullying does not take place.

Principles

To have clear rules and expectations of behaviour known to all pupils and their carers.

To have leadership from the Head and all staff in dealing with instances of all bullying and for all staff to have a consistent approach to bullying.

For children who are victims of bullying to feel comfortable and secure about reporting instances of bullying.

Incidents recorded so that they can inform future practice.

Practice

To have clear rules and expectations of behaviour known to all pupil and their carers.

The school's rules and discipline policy should be circulated yearly to all pupils and their carers.

The school's council should discuss the school's behaviour policy yearly and re-affirm or modify it as necessary.

Each class should discuss the school's rules, Behaviour Code and Discipline Policy with their teacher and formulate their own class's rules for each academic year. Such a list should not include more than 5 rules.

The rules should be displayed in each teaching space for easy reference and to show their importance.

- Each classroom to have a box or Bubble Time space where children can post their name and ask for special time with their teacher to tell them about whether they have experienced bullying, or any other concerns. This will be dealt with by the teacher during the next appropriate time within that school day. The teacher will use their professional judgement to talk with the child about what has happened and then either deal with it themselves or pass it to their Year manager or the Headteacher to deal with.

To have a link from the school web site to the Headteacher for children to be able to send an email to report being bullied.

For the school to have special focus days on Bullying as an issue, in particular when such days are also National focus events. E.g. 'Blue Friday'.

To use the school house system to foster ways in which issues around bullying can be discussed and aired across groups of pupils.

Dormers Wells Junior School

To have trained Peer mentors who can help intervene with other pupils if they are having problems in the playground available at lunch times. These children to wear special 'bibs' for easy identification.

Red Caps to help support lonely children by playing with them and to put out the 'friendship stop'.

To have leadership from the Head and all staff in dealing with instances of all bullying and for all staff to have a consistent approach to bullying.

The Headteacher fosters commitment by all staff, pupils and carers towards a self disciplined, bullying free school.

All staff use the Discipline Policy and use the rewards and sanctions outlined there. If necessary a child can be "fast-tracked" through the procedures if their behaviour warrants it.

All staff deal with bullying in a consistent way.

- Listen to the victim and praise them for coming to report the incident.
- Listen to any witnesses of the incident.
- Find the accused bully and listen to their version.
- Keep the accused bully and victim apart as far as reasonable.
- Check the details and try to ascertain what really happened. To check what the triggers were for the incident: Antecedents, Behaviour and Consequences.
- If in doubt believe the victim. Make sure the victim knows that something has been done. Talk with both the victim and bully, counsel the victim and apply appropriate sanctions to the bully.
- Decide if the Year group co-ordinator /Deputy Head /Head needs to be involved.
- Write brief notes about the incident and as soon as possible inform the victim's class teacher as well as the bully's class teacher.

Dormers Wells Junior School

Class Teachers

- Record all incidents of bullying and follow up reports to them by children in their class as soon as possible after being reported to them, including
 - who bullied them
 - when it happened
 - Circumstances leading up to the incident
 - Consequences following the incident
 - Others involved
- Monitor individual children in their class for being either victims or bullies and look for any patterns in this. Discuss individual children for whom there are concerns as necessary in year group meetings for further action. The “stage” in the behaviour policy reached by a child needs to be individually recorded.

All victims of bullying must tell their own class teacher, even if the incident was dealt with by another member of staff, this is in order to ensure that consistent monitoring of individual children can occur.

For children who are victims of bullying to feel comfortable and secure about reporting instances of bullying.

A child reporting an incident of bullying should be praised for doing so.

The victim should be comforted and encouraged to give the facts in a calm way apart from possible witnesses.

If possible talk with witnesses apart from each other about what they SAW for themselves.

Check feasibility of incident with others and the accused bully. Check the accused version away from the victim.

The victim must be made aware of the action taken to avoid the feeling on the behalf of the victim that nothing happened. This will encourage further reporting of incidents.

Clear opportunities must be made available in every class for children to tell their class teacher about incidents of bullying.

Incidents recorded so that they can inform future practice.

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