



*"Be Brave, Be Bright and Be YOU!"*



**Monkway  
Junior School**

# **MONKWRAY JUNIOR SCHOOL**

## **ANTI BULLYING POLICY**



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Approved by	Governing body
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Position:	Chair of Governors
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# MONKWRAY JUNIOR SCHOOL

## Anti-Bullying Policy

Monkway Junior School is committed to providing a safe, positive, valuing and inclusive environment for pupils, staff and parents/carers. The anti-bullying policy and practice plays an important role in this.

The following principles inform our anti-bullying approach:

- Bullying behaviour is unacceptable in all circumstances;
- Bullying is a shared problem and staff and parents /carers will need to work together in partnership to resolve incidents;
- All adults in the school community (staff, governors and parents/carers) are expected to present positive role models to children;
- The safety and welfare of the children concerned will at all times be central to decisions about actions taken in response to bullying;
- Anti-bullying approaches will be consistent with preparing children for life in an inclusive society. These include incorporating an acceptance of a valuing of difference, the need to cope with difficult individuals and the role of forgiveness; and
- When incidents have been dealt with, all parties should be supported and enabled to move on positively.

### **Our definition of bullying**

Bullying may be distinguished from other forms of unacceptable behaviour in that there are three main features:

- Deliberate aggression;
- Unequal power relationship; and
- Results in pain and distress.

It is repeated humiliation of a victim that is intentionally carried out by a more powerful person or group in order to cause physical and or emotional hurt. Bullying is deliberate harassment or an aggressive act which causes hurt to another. The hurt can either be physically or psychologically inflicted by one child or a group.

It can take many forms but the main types are:

- Physical – hitting, kicking, punching etc.;
- Verbal – name calling, insulting, making offensive remarks, making threats etc.;
- Indirect bullying – spreading rumours, exclusion from social groups etc.; and
- Cyber bullying – which may include text messages, videos, voice calls, emails, chat rooms, instant messaging etc. More information can be found within our e-safety policy and frequent ClassDojo attachments.

## Prevention of Bullying

At Monkway Junior School, we:

- establish rules which demonstrate caring behaviour and ensure that they are understood by all the children;
- specify clearly those types of behaviours which are considered to be “bullying” and therefore unacceptable;
- specify clearly what sanctions will follow bullying behaviour;
- regularly remind children in assembly and circle time of the importance of respectful and caring behaviour must be shown to everyone;
- ensure that bullying is discussed through the PHSEE curriculum and the KIDSAFE programme;
- participate in Anti-Bullying Week (November);
- share with children of the “TELL” approach to reporting bullying. Posters are designed by the children and are displayed around school as a constant reminder to the children about the importance of telling someone

T – Talk to an adult E – Everyone needs to share L – Let someone know L – Look after everyone
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- ensure that incidents if bullying are recorded on CPOMS and allocated to members of the Safeguarding team.

## Responsibilities

### Staff, children, parents/carers, visitor’s role

- To act in a respectful and supportive way towards one another; and
- Staff will listen attentively to pupils’ and parents’/carers’ concerns and address them as appropriate.

### Pupils’ role:

- To report incidents of bullying to a trusted adult;
- To report incidents where the victim may be afraid to tell a trusted adult; and
- To support each other and seek help to ensure that everyone feels safe and nobody feels excluded or afraid in school.

### Parents’/Carers’ role

- To actively encourage their children to be a positive member of the school;
- To work in partnership with school to deal with behaviour/bullying problems; and
- To raise concerns about bullying incidents in school directly with the head or member of staff.

## **Governors' role**

The Governing Body must recognise that although extremely rare, incidents of bullying may exist in school from time to time. They will support the headteacher with all strategies to eliminate such incidents. It is the responsibility of the Governing Body to monitor and review the anti-bullying policy and its effectiveness. They require the head teacher to keep records of all bullying incidents through CPOMS and feedback from other members of staff, children and parents and to report on the effectiveness of the school anti-bullying strategies regularly.

The Governing Body also deal with unresolved complaints about bullying through the school based complaints procedure.

Monkway Junior School take bullying very seriously and any cases are dealt with individually. There is support offered to both bully and victim and anyone else effected by the incident. School uses different strategies, as appropriate, including Restorative Practice.