Anti-Bullying Policy

Haddenham Community Junior School

This policy was adopted on: 30.01.26

The policy is to be reviewed by: January 2029

1.Introduction:

Our Vision and Values

The ethos at Haddenham Community Junior School has **values** at its core. We are committed to enabling all children to thrive emotionally, intellectually, physically, socially and spiritually. Our four core values: respect, resilience, empathy and reflection are the foundation stones to achieve this.

Our aim is that everyone at Haddenham Community Junior School will 'Dare to Fall and learn to fly'. To *fly* we expect the highest standards of behaviour and personal; conduct - for these are at the very heart of productive learning.

2. Our values

The Values based Education (VbE) work here at Haddenham Community Junior School, provides a framework for enabling our pupils to become thinking, self-responsible and caring citizens. VbE is a collaborative approach that encourages self-responsibility and positive relationships. Furthermore, it supports the development of the whole child as a reflective learner within a calm, caring, happy and purposeful atmosphere.

At HCJS, adults model values and give time for reflective practices. We believe that this empowers individuals to be effective learners and good citizens.

See our website for further details:

https://www.haddenhamjun.co.uk/website/values_based_education/438206

Equality

In line with the Equality Act 2010, we will not discriminate against any pupil because of their sex, race, disability, physical appearance, religion or belief, sexual orientation, pregnancy or gender reassignment. (Ref. - www. equalities.gov.uk/equality act 2010)

Aims

The aim of this policy is to ensure that pupils at Haddenham Community Junior School learn in a supportive, caring and safe environment without fear of being bullied.

We aim to foster positive relationships and acceptance of all people in school and

At Haddenham Community Junior School we have a positive approach to behaviour (see Behaviour and Relationships Policy) and take the prevention of bullying as a serious concern. Staff members display good examples of considerate behaviour and working together, in dealing with each other as well as with pupils in-line with our school values and behaviour and relationships policy.

Bullying is antisocial behaviour and affects everyone. It is unacceptable and will not be tolerated.

Bullying is anything that intends to hurt or belittle someone, making them feel ashamed, unhappy or afraid; **repeated over a period of time.**
The following behaviour is not tolerated:

- Physical bullying – e.g. hitting, kicking and stealing from.
- Verbal bullying – e.g. name calling, starting rumours, making threats, making racist remarks, laughing at or ridiculing someone.
- Indirect bullying – e.g. spreading rumours, excluding someone, ignoring or not talking to someone
- Racist bullying – ridiculing someone because of their ethnicity, racial background, heritage or culture
- Homophobic bullying – where bullying is motivated by prejudice against lesbian, gay or bisexual people.
- Bullying of vulnerable groups – we recognise that some children belong to vulnerable groups and may be susceptible to bullying such as children with SEND, FSM, Looked after children, Gypsy, Roma and Traveller children and children with English as an additional language.
- Cyberbullying (including via texting, social networking sites, mobile phones, digital media, email, camera-enabled devices, image sharing sites (such as TikTok, Facebook, Instagram, Snapchat YouTube or Flickr etc).

It is unacceptable to be part of a bullying group. Excuses such as: *"I was there but didn't do anything"* are unacceptable. If someone who is part of a group does not try to stop it or get help they are partly responsible.

Staff will:

- Treat reports of bullying seriously.
- Keep a school based record of bullying incidents, of which alleged perpetrators and victims are aware.
- Help children to find a range of options for coping with difficult situations.
- Encourage children to report all cases of bullying.
- Make sure parents are aware of the school policy on bullying.
- Within the school curriculum, raise the awareness of the nature of bullying through PSHE, school assemblies and subject areas where appropriate.

<u>Implementation</u>
The following steps may be taken when dealing with incidents.

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
2. The Headteacher or a senior member of staff will interview those concerned and record the incident.
3. Class teachers will be kept informed.
4. Parents will be kept informed.
5. Punitive measures will be used as appropriate.

Support
Pupils who have been bullied will be supported by:

- Being given an opportunity to discuss the experience with a member of staff.
- Being reassured.
- Having their self-esteem and confidence restored.

Pupils who have bullied will be helped by:
- Discussing what has happened.
- Discovering why they became involved.
- Establishing the need for change.
- Subtle whole class circle times and chats.
- Informing parents/guardians in order to help change the attitude/behaviour of the pupil.
- Discussing the best course of action with appropriate adults in school and from their home such as a parent / carer.

Discipline

See section 7 of our Behaviour and Relationships policy for a full explanations of the consequences and sanctions in use at Haddenham Community Junior school

However, in summary the following disciplinary are steps that can be taken:
1. Warnings to cease offending behaviour.
2. Red Card (Parents are informed by email)
3. Internal isolation in a partnering classroom away from their normal class.
4. Lunchtime exclusion
5. Behaviour support plan
6. Headteacher Behaviour Report
7. Fixed term exclusion.
8. Permanent exclusion.

Monitoring, evaluation and review

The school will review this policy at regular intervals and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.