



**At Knights Enham Junior School we provide...**

Inclusive and ambitious learning experiences where our school community feels safe and motivated to achieve their best.

**‘Together We Achieve’**

based on a model policy from Department for Education

## **Anti-bullying Policy**

Approved: December 2023

Review: December 2024



Children and young people at Knights Enham enjoy many rights. These include the right to be safe, enjoy and achieve and make a positive contribution to school life. Knights Enham Junior School maintains a caring approach to children and any form of bullying, physical, verbal, racial, homophobic, sexist or other type of harassment will not be tolerated.

### What is bullying?

Bullying can be defined as a physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim. It is usually conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms – both physical and non-physical, either in combination or in isolation. Any bullying, whether physical or non-physical, may result in lasting psychological damage to the individual.

Bullying generally falls into one or a combination of the following categories:

- **Physical Bullying** – Unprovoked assault on a person or group which can range from a 'prod' to grievous bodily harm.
- **Psychological** – Reduction of a person's self-esteem or confidence through threatening behaviour, taunting or teasing about race, gender, religion, sexual orientation, disability, family circumstances, appearance, or any other feature of their lives which can be used to wound or humiliate them.
- **Social**- Ostracism/rejection by peer group.
- **Verbal** – The use of language in a derogatory or offensive manner, such as swearing, racist or sexist abuse, sexual innuendo, spreading rumours, etc.
- **Cyber bullying** – Using mobile phones or the internet to deliberately upset someone.
- **Homophobic** – Any hostile or offensive action against lesbians, gay males, bisexuals or trans-gender people, or those perceived to be lesbian, gay, bisexual or trans-gender.

### Objectives of this Policy

- To ensure that everyone in the school community have an understanding of what bullying is and how the school will deal with incidences of bullying
- To develop a listening caring ethos at Knights Enham where any form of bullying is not tolerated and dealt with in the appropriate manner
- To encourage discussion and not make premature assumptions and to foster a problem solving approach
- The staff is made aware of the anti-bullying policy by the Senior Leadership Team and has access to where the policy is kept.
- Explore issues through the curriculum by PSHE, assemblies and Anti-bullying week.
- Support the bully and the victim in modifying behaviour

### Procedures

- Children should report bullying incidents to available staff or someone who they can trust. In cases of serious bullying, the incidents will be recorded by staff on a behaviour log sheet and investigated initially by the class teacher, followed by the following individuals if an incident is not resolved:
  - Phase leader
  - Deputy Headteacher/ SENCO
  - Headteacher.Any incident will be logged and passed immediately to the teacher who will ensure this matter has been resolved.
- Parents must report any bullying incidences by contact the Headteacher directly. In serious cases, parents will be informed and will be asked to come in to a meeting to discuss the problem.
- The bullying behaviour or threats of bullying will be investigated and the bullying addressed.
- Appropriate feedback will be given to the parent reporting the bullying in a timely manner.



- The school accepts that any child could display bullying behaviour and as a school we have a moral imperative to help those doing so to change their behaviour.
- If necessary and appropriate, external agencies will be consulted to provide support.

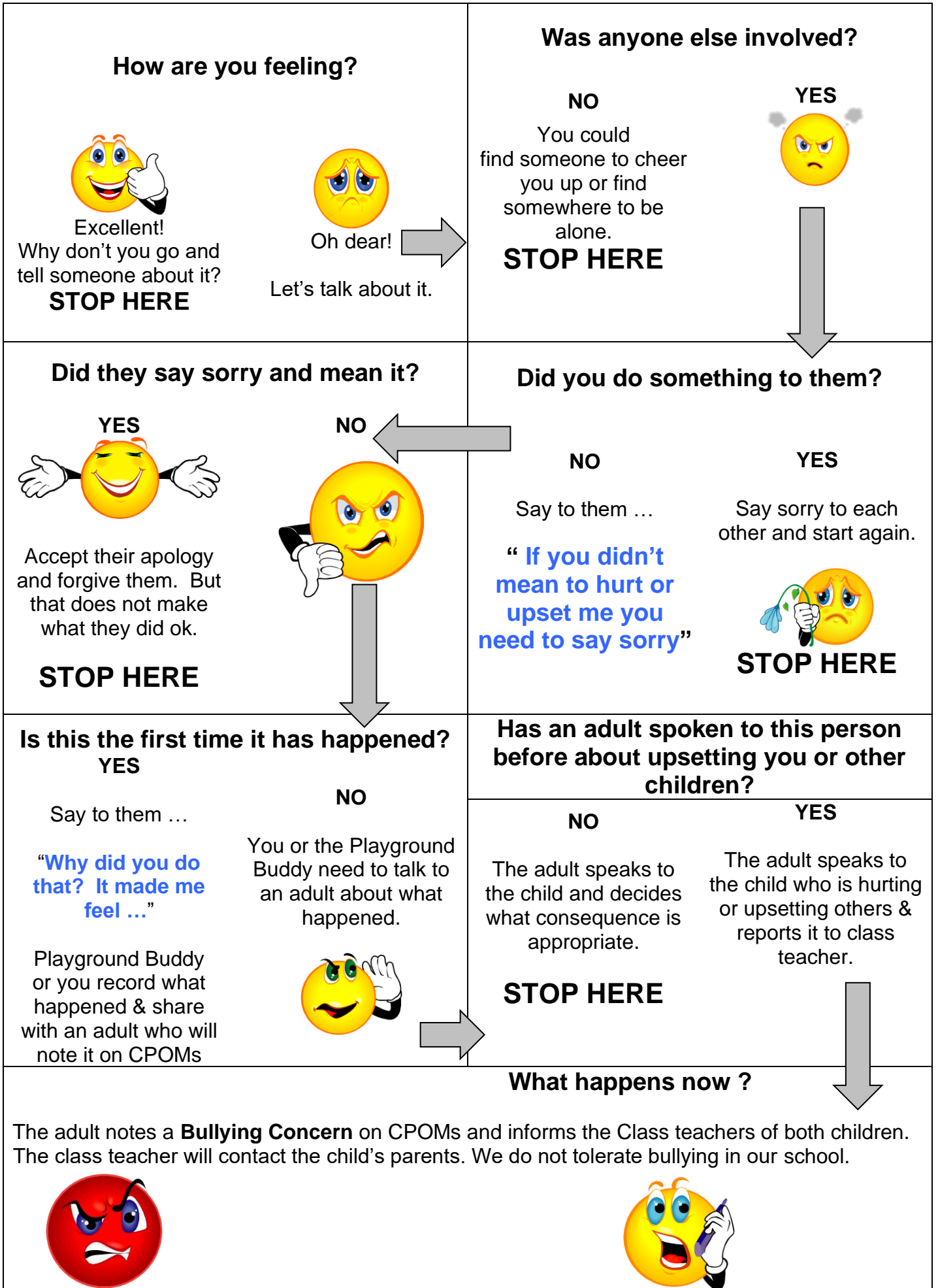
### Outcomes

- The school will investigate the incident by filling bullying incident form. This will be handed to the Headteacher and uploaded on to Cpoms.
- The child displaying bullying behaviour will be asked to genuinely apologise. Other consequences such as (a) an apology letter or (b) a written contract may be required.
- The school will aim to sort out differences and encourage the pupils to reconcile.
- In serious cases, parents will be informed in writing and suspension or even exclusion will be considered.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place and it will be considered that the incident/incidents are closed. The school strongly believes that all children can be bullied or a bully and as such all parties once an issue has been addressed should be allowed to move on from the issue at hand.

### Prevention

We will use various methods for helping children to prevent bullying. This will include:

- Use the anti-bullying flow chart (see below)
- Have a listening and caring ethos
- Encourage discussion and don't make premature assumptions
- Adopt a problem solving approach
- The staff are made aware of the anti-bullying policy by Senior Leadership Team and has access to where the policy is kept.
- Explore issues through the curriculum by PSHCE, assemblies and Anti-bullying week.
- Support the bully and the victim in modifying behaviour
- Provide information through notice boards, posters and Child line.
- Provide support through playground buddies, friendship group and peer support.
- The anti-bullying policy works alongside the behaviour policy. This is discussed with the children in class so they are informed of the procedures





**REPORT ON A BULLYING INCIDENT.** The report must handed to the headteacher to upload on Cpoms.

Hampshire Bullying And Racist Incident Record Form							
<b>School Detail</b>							
School Name							
Academic Year		Date of Record		Racist Incident <input type="checkbox"/>		Bullying Incident <input type="checkbox"/>	
<b>Incident (Select the option which best fits the situation)</b>							
<b>Type of Incident</b> <i>(Select one option only)</i>	Related to race, religion or culture <input type="checkbox"/>	Related to special educational needs (SEN) or disabilities <input type="checkbox"/>	Related to appearance or health conditions <input type="checkbox"/>	Related to sexual orientation <input type="checkbox"/>	Related to home circumstances (e.g. young carers, looked after children) <input type="checkbox"/>	Related to gender or gender identity (sexist, sexual or transphobic) <input type="checkbox"/>	Other <input type="checkbox"/> <i>(Please specify within necessary of incident field)</i>
<b>Method</b> <i>(Select all options which apply)</i>	Verbal <input type="checkbox"/>	Physical <input type="checkbox"/>	Cyber bullying <input type="checkbox"/>	Indirect <input type="checkbox"/>			
	Written derogatory comments <input type="checkbox"/>	Racist comments in the course of discussion <input type="checkbox"/>	Refused to co-operate with other because of religion, ethnicity/language <input type="checkbox"/>	Incitement of others to behave in a racist manner <input type="checkbox"/>			
	Use of weapon <input type="checkbox"/>	Abuse of personal property / of family <input type="checkbox"/>	Racist graffiti/material / insignia <input type="checkbox"/>	Attempts to recruit others to racist organisations <input type="checkbox"/>			
Location of Incident							
Date of Incident				Time of Incident			
<b>Summary of Incident</b>	<u>Background Information:</u>						
	<u>Nature of Incident:</u>						
	<u>Frequency and Duration of Behaviour: (Tick as appropriate)</u>						
	Once or Twice <input type="checkbox"/>	Persistent throughout 2 months <input type="checkbox"/>					
Several times each week <input type="checkbox"/>	Persistent for more than a year <input type="checkbox"/>						

Staff Detail					
To whom the incident was reported	Position				
Pupil Name	Pupil Involvement <i>(Aggressor, Target, Witness, Participant, Bystander,)</i>	Gender	Year Group	Ethnicity <i>(Grp A, B, C, D, E or F)</i>	Has pupil provided a description of incident? <i>(If yes, please attach)</i>

Please specify Ethnicity Groups:

A - White, B - Mixed, C - Asian or Asian British, D - Black or Black British, E - Chinese or other ethnic group,

F - White Irish Traveller or Gypsy/Roma



<b>Action Agreed</b> <i>(specify actions agreed by each individual)</i>				
<b>Name</b> <i>(Pupil, Parent, Staff)</i>	<b>Action including support for pupil</b> <i>(Pupil, Parent, Staff)</i>	<b>Parents Informed</b> <i>(yes/no)</i>	<b>Review Date</b>	<b>Outcome of review</b> <i>(Resolved / Specify if Further Intervention Required)</i>

<b>Outcome Satisfaction Rating</b> <i>(please tick as applicable)</i>						
<b>Targeted Pupil</b>	Good <input type="checkbox"/>	Satisfactory <input type="checkbox"/>	Poor <input type="checkbox"/>	Unresolved <input type="checkbox"/>		
<b>Reporter of incident</b>	Good <input type="checkbox"/>	Satisfactory <input type="checkbox"/>	Poor <input type="checkbox"/>	Unresolved <input type="checkbox"/>		

<b>Additional Information</b> <i>(Including outcome of any other reviews)</i>



<b>Pupil's Description of Incident</b>	
<b>Name of pupil providing description</b>	
<b>Date of Incident</b>	
<b>Description</b>	



## Supporting Organisations and Guidance

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Beat Bullying: [www.beatbullying.org](http://www.beatbullying.org)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”: <https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

## Cyberbullying

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

## LGBT

- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Pace: [www.pacehealth.org.uk](http://www.pacehealth.org.uk)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

## SEND

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

## Racism and Hate

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)