

Scoill yn Jubilee Anti-Bullying Policy.

It is a requirement of all schools in the Isle of Man to have an Anti Bullying Policy in place to ensure that anti bullying procedures are established and carried out in school.

This policy has been discussed with staff and presented to Governors for approval. After which it is put on to the school website.

As stated in our Relationships Policy, we endeavour to create a safe and secure environment, in which everyone is able to learn and work. Children are expected to be kind to other children and treat them with respect. Positive behaviour is encouraged and rewarded consistently throughout school. If a child deliberately hurts another child, it is taken very seriously. There is a system of yellow and red cards in place when this occurs and if necessary, parents will be informed.

What is Bullying?

There are many definitions, but most have four things in common:

- It is repeated often over a period of time
- It is deliberately hurtful or harmful behaviour
- It is difficult for those being bullied to prevent or put a stop to it
- It causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end

Bullying can take many forms but the five main types are:

- Physical (hitting, kicking, pushing, taking belongings)
- Verbal (name calling, insults (including those of a racist, sexual or homophobic nature) taunting, mocking, making offensive personal comments; threatening, intimidating; creating situations in which someone is humiliated, or made to look ridiculous, or gets into trouble)
- Non-verbal, involving body language, gesture and facial expression. Non-verbal behaviours can be just as hurtful and intimidating as those which involve abusive language.
- Indirect (emotional, spreading nasty stories about someone, excluding someone from a social group, playing tricks and pranks)
- Cyberbullying (when one person or a group of people aim to threaten, tease or embarrass someone else by using a mobile phone, the internet or other technologies)

We are agreed that bullying behaviour in any form will not be tolerated if, when or where it affects children who come to our school.

We expect staff to take incidents of bullying seriously and act in accordance with this policy.

We expect all children to report bullying behaviour and not take on the role of a follower and/or bystander to this behaviour.

We expect all parents to work in partnership with the teachers, school leadership team and other staff members (where appropriate) when this type of behaviour is reported and concerns

their child in any way. If parents feel their child may be a victim of bullying behaviour, inform school immediately. A complaint will be taken seriously and appropriate action will follow.

We have an anti-bullying code (see appendix A) and clear procedures are in place if a "bullying" incident is reported.

We consider that there are three levels of school behaviour:

Level 1 – Normal school life: Within any large school there will always be the occurrence of incidents and accidents. Friendships will come and go and pupils will make poor decisions all of which is normal in the process of growing up. It is therefore important to keep specific situations in context.

Level 2 – Inappropriate and unacceptable behaviours: Occasionally individual pupils will on occasion make poor choices and do or say things that are inappropriate, possibly physical, and unacceptable in the school community. These actions are generally one-off incidents that may result in a school sanction (in line with our Relationships Policy) or suspension and parents would be notified of these serious incidents.

Level 3 – Bullying: Bullying is defined as deliberately hurtful behaviour that is repeated over a period of time, where it is difficult for those bullied to defend themselves. Bullying occurs from time to time in any establishment and manifests itself in a variety of ways.

Children who are being bullied may show changes in behaviour. If you think your child is showing any changes in their behaviour then please feel free to discuss this with the school.

The school takes this matter very seriously and takes appropriate steps to eliminate it.

If you are at all concerned about your child, please do not hesitate to see your child's teacher or the Head of School or Executive Headteacher.

Should we consider your child to be a bully or that your child is being bullied, you will be invited into school to discuss the matter.

Prevention of Bullying

At Scoill yn Jubilee we seek to identify the early signs of bullying in the classrooms, Nurture Rooms or the playgrounds and work to prevent it developing further by:

- Giving time to listen to children's concerns at playtimes, lunchtimes and other times of the day
- Valuing each child's comments and try to ensure that they are appropriately dealt with
- Being aware of any repeated reports of incidents involving the same children or groups of children
- Ensuring that all children are aware of acceptable standards of behaviour and the positive attitudes we expect
- Raising the awareness of bullying through inclusion in Personal Social Health Education planning, in our values programme, discussions and circle time in class, in the Nurture Room and during school council meetings. In addition, the school takes part in the national Anti-Bullying week every year

Guidance on Suspected Incidents

1. It is important to identify the nature and extent of the bullying and the victim's class teacher begins the Bullying Incident Report form (see appendix B).
2. The incident should be discussed with the pupils individually by the children's class teacher(s) and Head of School, recording their comments in a non-judgmental way in order to ensure that the pupil feels they are being listened to. Pupils should be reassured that all incidents of bullying are taken seriously.
3. See the pupils involved together, if both parties agree. At this meeting pupils will be encouraged to:
 - reflect on their behaviour and the factors that may have influenced the behaviour of others
 - identify how they can resolve the current difficulties and avoid the problems recurring
4. After the meeting:
 - The class teachers and Head of School should consider what support can be made available to the victim(s) and meet with him/her to discuss the options (buddy system, own circle of friends, school nurse, youth worker)
 - The class teachers and Head of School should consider the sanctions the school will impose on the perpetrators (see Appendix A)
 - Incidents of bullying will be reported to the Department of Education Sport & Culture and School Governors so that incidents and trends can be analysed
5. The class teacher should hold a review meeting after one-week (interviewing the pupils individually before this happens). If the matter is successfully resolved by the time the review occurs, copies of the Bullying Incident Report will be placed in the Bullying Incident file. This will be retained for 2 years from the date of the incident.
6. If there is evidence of further bullying or provocation, the Executive Headteacher will arrange to meet the pupils' parents or carers in order to identify options to resolve the problems successfully.
7. Once the matter has been successfully resolved, unless there is a further occurrence of bullying, the school will not refer back to it.
8. If there is limited progress within an agreed time scale, then the Department of Education Sport and Culture guidance on suspensions will be followed.

AWARENESS RAISING

The whole school community will be made aware of our relationships policy and anti-bullying policy through school council meetings, assemblies, PSHCE sessions and access to it given through the school website.

CURRICULUM IMPLEMENTATION

To ensure our policy is fully integrated into the life of the school, formal and informal opportunities will be planned and implemented to ensure everyone continues to abide by the procedures set out in this document. These may include the following;

Assemblies
PSHCE lessons
Displays and posters
Playground games led by children and staff
Home-school diaries
School website

SUPPORT

Staff

All staff will be kept abreast of current thinking with regard to anti-bullying and if required, support will be given to implement this policy. Opportunities for staff to receive training on matters relating to managing behaviour and positive handling will be given through courses available through the CPD programme and school-based Professional Development.

Victims

Support for the victim is essential both immediately following the incident and during an agreed period of review. Peer support, staff support, parental support and outside agency support may all be required to ensure that the victim does not suffer any long-term damage. After a period of time, staff will meet with the victim to reassess the situation and the relationship between those involved.

Perpetrators

It is recognised that support must be given to the perpetrator. Disciplinary procedures against the perpetrator(s) are intended to change or modify behaviour rather than label anyone as a bully. Such procedures may include:

- Positive behaviour strategies
- Withdrawal of activities
- The establishment of mentoring or buddying system
- Discussion about the effects of bullying
- Peer mediation
- Involvement of other agencies and services such as an Educational Psychologist, or the Behaviour Support Team.

RECORDING & REPORTING

Instances of bullying within the school will be recorded using our BULLYING INCIDENT REPORT FORM (Appendix B)

Incidents of bullying will also be reported to the Governors and the Department of Education Sport and Culture by the Executive Headteacher.

PARENTAL/CARER INVOLVEMENT

Parents and carers will be expected to take responsibility for the behaviour of their child both inside and outside school. They will be encouraged to work in partnership with the school to assist in maintaining high standards of behaviour.

The school will ensure that parents/carers are informed promptly of concerns regarding their child and are given the opportunity to be involved in supporting school actions and responding

to the needs of their child.

Monitoring, Evaluation and Review

This policy will be reviewed by all staff on a two-year basis or when the need arises, to assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. The policy should be read in conjunction with our Relationships Policy, Safeguarding Policy and ICT Acceptable Use policy.

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APPENDIX A

ANTI-BULLYING CODE

- No-one has the right to make you feel upset.
- In the playground make sure that you can always be seen by an adult.
- If you think someone is coming to hurt you, walk away or run away.
- If someone hits you do not hit back. This is what the person wants you to do so that they have an excuse to hit you again. **Tell a teacher, or any adult in the school. You must also tell your parent.**
- If someone threatens you over and over again, that is bullying. **Tell a teacher, or any adult in the school. You must also tell your parent.**
- If someone tries to force you to give them money, food or something that belongs to you, that is bullying. Never give anyone anything that you don't want them to have. **Tell your teacher, or any adult in the school. You must also tell your parent.**

REMEMBER

TELL A TEACHER OR OTHER GROWN-UP IN SCHOOL AND KEEP ON TELLING THEM UNTIL THEY LISTEN

Sometimes adults think you are just "telling tales" but the only way a bully will stop is if you tell an adult. So keep on telling them until they listen and do something about it.

IF YOU THINK SOMEONE ELSE IS BEING BULLIED TELL SOMEONE

The person being bullied may be too frightened to do anything about it.

YOU CAN HELP by telling a teacher, or any adult in the school.

What Do You Do If You Know Someone Is Being Bullied?

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

APPENDIX B

BULLYING INCIDENT REPORT FORM

This form is to be completed by the child's class teacher following discussion with the pupils individually. Comments should be recorded in a non-judgemental way.

Name of Pupil		Year	
Date of Incident		Time of Incident	
Location			
Who was present			
What happened? (give details of incident, use additional pages if necessary)			
What was the cause or the events leading up to this incident?			
Has an incident happened before involving this/these pupils? YES/NO			
If yes, provide brief details			
Next Steps (including pupil support/sanctions			
Head of School signature			

