**THE JOHN HAMPDEN SCHOOL WENDOVER**

**Anti Bullying Policy**

## Statement of Intent

Our vision at The John Hampden School Wendover is to have high standards of teaching and learning which challenge our pupils to achieve. Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school
- Helping pupils towards an understanding of what is right and wrong
- Supporting everyone in forming good relationships with adults and peers

We believe that our pupils should be involved in the writing, implementation, monitoring and review of an anti-bullying policy.

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear. This involves including and engaging with everyone's perception of bullying.

## Definition of terms

## What is bullying?

The John Hampden School Wendover adopts the following definition of bullying:

"Bullying behaviour abuses an imbalance of power to repeatedly and intentionally cause emotional or physical harm to another person or group of people. Isolated instances of hurtful behaviour, teasing or arguments between individuals would not be seen as bullying"
(Torfaen definition 2008)

Bullying, unlike other aggressive behaviour, usually has three common features:

· It is repeated by the same person or persons
· It is deliberate, hurtful behaviour
· It has an imbalance of power meaning one person can feel defenceless

Bullying behaviours can include physical, social and psychological aspects and usually takes one of four forms:

- **Indirect/Emotional**: being unfriendly, spreading rumours, excluding, tormenting (e.g. hiding bags or lunchboxes)
- **Physica**l: pushing, kicking, hitting, punching, slapping or any form of violence
- **Verbal**: name-calling, teasing, threats, sarcasm
- **Cyber**: all areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera and video facilities

Bullying is harmful to all involved, not just the bullied, and can result in long-term outcomes of self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and in extreme cases serious mental health concerns and even suicide.

Other concerns, that might not necessarily easily fit into these headings, will be nevertheless taken seriously e.g. being picked on, taking advantage of another person.

The John Hampden School Wendover is aware that it is a possibility that the bully may be an adult and will follow child protection procedures where this is the case.

**Aims and Objectives**

The aim of our anti-bullying policy is to:

- Clarify for pupils and staff what bullying is and that it is always unacceptable.
- Explain to staff, pupils and the school community why bullying and harassment occur and their impact on individuals and the school as a whole.
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

The John Hampden School Wendover also intends:

- To involve the school council in any planning, discussion and dissemination of any work related to anti-bullying

- To have in place an anti-bullying support system, that all staff and pupils understand and apply consistently

- To regularly monitor and review the policy with the full involvement of staff, pupils, parents/carers and the wider school community.

**Practice and Procedures**

**A. What we do to prevent bullying**

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of the unacceptable behaviour (but not the pupil), and by being clear across the school that we follow school behaviour expectations. All members of the school community are expected to report incidents of bullying.

**Encouragement to tell**

It is important that we create an atmosphere in school where anyone who is being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous. Home/School Diary faces allow for indirect/anonymous disclosure. Everyone must realise that not telling means bullying is likely to continue.

1. **Staff** have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff will:

- Provide children with a framework of behaviour- Behaviour Expectations - which supports the whole school policy
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere
- Provide children with a good role model
- Raise awareness of bullying through stories, role-play, discussion, peer support, school council, CCCT, PSHE, Relationships Education, P4C, and RE.
- Through the Headteacher, keep the governing body well informed regarding issues concerning behaviour management
- Provide a key staff member who is responsible for the monitoring of the policy

2. **Parents/Carers**

Parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school.
We expect parents/carers will:

- Support us in helping us to meet our aims
- Feel confident that everything is being done to make sure their child is happy and safe at school
- Be informed about and fully involved in any aspect of their child's behaviour
- Be informed about who can be contacted if they have any concerns about bullying.

3. **Governors**

We expect that governors will:

- Support the Headteacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and the actions taken to be aware of the effectiveness of this policy

4. **Pupils**

We expect that pupils will:

- Support the Headteacher and staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise. (e.g. via School Council, Class Council Circle Time etc.)
- Be involved in the monitoring and review process for this policy
- Feel confident that everything is being done to make the school a safe and secure environment for them to achieve and learn
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place

**B. Reacting to a specific incident**

**Recording**

All incidents in or out of class should be recorded within the Concerns Folders. Incidents clearly identified as bullying must be reported to a senior member of staff. Parents (of both the bully and the person bullied) should be informed of what has happened, and how it has been dealt with. Records of discussions should be filed and minuted by a third person.

**Dealing with an incident**

Whenever a bullying incident is discovered The John Hampden School Wendover will go through a number of prearranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

1. The school community needs to be aware that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted.

2. School expects to support all involved by:
    - Talking through the incident with the bully and the person bullied
    - Helping the bully and victim to express their feelings
    - Talking about which behaviour expectation(s) has/have been broken
    - Discussing strategies for making amends

3. Nevertheless sanctions will include protective and educational consequences including:

Restorative justice approaches
Additional adult support
Moving to a different classroom
Time away from an activity within the classroom
Missing break or another activity
Formal letter home from the Headteacher
Meeting with staff, parent and/or child
Pastoral support plan
Internal Exclusions

4. Parents (of both the bully and the person bullied) are informed of what has happened, and how it has been dealt with.
Records of these discussions should be minuted by a third person and filed.
Failing face-to-face discussion, parents/carers will be informed of any incidents by phone or letter.

5. Child protection procedures will always be followed when concerns arise.

**4.5 Monitoring**

Trends and strategies are analysed for inclusion in the Headteacher's reports to governors.

Careful monitoring and analysis provides us with regular opportunity to link monitoring to action planning for the following school year.

5. **Policy Monitoring and Review**

Date policy approved – September 2025
Date of next review – September 2026

The School Council aims to review the policy every three years.
Annual initiatives reported to Governors.

The senior members of staff for responsibility for this policy are Steph Parkinson, Steph Burrows and Clare Norman

The Governor with oversight of this policy is the Chair of Governors