



Anti-Bullying Policy and Harmful Peer Relations (Peer on Peer Abuse) Policy

This policy applies to all children at Alleyn's Junior School including those in EYFS.

Definition

Bullying is the wilful desire to hurt another; physically, verbally or emotionally and to put him or her under stress. The intimidation can be and often is repeated and is usually carried out by those individuals or groups who are more powerful. It may occur directly or through cyber-technology. Onlookers to incidents of bullying can be seen as complicit.

OUR ETHOS

Bullying happens in all walks of life. Any member of our community could be both a bully and/or a victim. Alleyn's Junior School places the right of the whole school to be free from bullying and intimidation as a priority. Staff appreciate the seriousness of bullying that can cause both physical and psychological damage.

Alleyn's Junior School seeks to create a caring environment in which everyone feels safe and comfortable. At our school, staff, parents and children work together to create a happy and caring learning environment. Identified bullying, verbal, physical or indirect, is never tolerated. The responsibility to take positive action to prevent and to remediate bullying lies with each member of the school.

The Deputy Head will support staff in ways of dealing with bullying and will also advise new members of staff through their induction programme of the school's approach to bullying. The Deputy Head will also inform the Head of any concerns. Children will be made aware of the need for all children to work in a happy and safe environment through messages given during Our Time, Assemblies or through events held during Anti-Bullying Week. Central displays will also reiterate our anti-bullying message.

This policy should be read in conjunction with the school's Staff Code of Conduct, e-Safety Policy, Safeguarding and Child Protection Policy, Rewards and Sanctions Policy, Supervision Policy and Restraints Policy.

Alleyn's Junior School is a happy and caring community. The wellbeing of each of its members is of prime concern and is best fostered in an atmosphere of mutual respect and responsibility for each other. The whole school vision aims to promote a tolerant community through the delivery of an inclusive and liberal education. We deeply value and respect the diversity of our pupils and staff and welcome the breadth of their perspective from different backgrounds. We expect everyone in our community to demonstrate kindness, understanding and respect for one another regardless of their race, religion, culture, sex, gender, SEN or disability. Conflict between individuals is an inevitable part of growing up and our pupils are taught to develop strategies to handle these situations. They are educated on the impact of cyber-bullying and how to keep themselves safe on-line. All children know who to turn to in school if they encounter any bullying and incidences are always recorded. Their form teacher will always be the first point of contact for pastoral issues, but

posters displayed in school suggest other adults who are there to offer support which includes the Head and the Deputy Head. All children are given the opportunity to develop an understanding of what bullying means and how hurtful it can be. We expect our pupils to be courteous and respectful of their peers and of the staff at all times. In return, all school staff will demonstrate the same behaviour towards pupils.

Staff at Alleyn's Junior School will:

- avoid sarcasm
- avoid any behaviour which humiliates children
- make themselves aware of the emotional climate of the class they are teaching and of any factors known about individual children which could have relevance to the issue of bullying
- listen to children who wish to talk about problems of this nature and intervene if necessary, informing the form teacher first
- ensure that children know where or from whom they can receive support both within our school or externally (NSPCC, ChildLine)

Pupils at Alleyn's Junior School will:

- have the right to be physically and emotionally safe and free from insult
- be regularly reminded of how they can report issues, seek help and share concerns
- be able to ask for the help of their form teacher or any other member of staff
- be responsible for, as far as it lies within their power, the physical safety of others, the security of everyone's possessions, the creation of a happy environment
- have opportunities to learn and talk about different forms of bullying
- have opportunities to build positive relationships with their peers, within and across the year groups, by taking on leadership responsibilities, their involvement in Houses and through the nurturing of the school community

Parents at Alleyn's Junior School will:

- regularly be reminded as to how they can raise and report concerns, including alleged bullying
- be supported and listened to, and kept informed of how concerns are dealt with

PREVENTION

Our school Behaviour Policy outlines rewards and sanctions in place in order to steer children towards good patterns of behaviour. Good provision of staff on playground duty ensures that staff can be vigilant in detecting unpleasant behaviour and deal with situations immediately. Staff are aware that times between lessons and in toilets, corridors and changing rooms are places where bullying can happen and supervise accordingly.

Pupils giving cause for concern are discussed each week during 'Pupil News' in our staff meetings so that wider staff are informed of issues as the form teacher deems appropriate. We also have a Pastoral Care Committee that meets regularly to

discuss central themes such as behaviour or rewards and sanctions and we involve the children in decision making through their School Council, giving all the children a sense of 'belonging' that is central to children creating and maintaining a happy environment.

Behavioural problems that occur either during the school day or in the playground are noted by staff on CPOMS, our electronic information system. Entries are noted and acted upon by the Deputy Head.

Assemblies, PSHE lessons and Our Time sessions are used to discuss bullying themes and the school holds an annual Anti-bullying Week during the Advent Term.

ACTIONS IN CASES OF ALLEGED BULLYING:

Where parents or staff have reason to believe that bullying is taking place, they should inform the Deputy Head who keeps a record in the alleged bullying register. Instances of bullying need to be considered as potential child protection cases and staff should always respond accordingly. Instances of cyber-bullying follow the same procedure and are registered in both the alleged bullying register and on the school's E-Safety log used to keep a record of children who abuse their Acceptable Use Code that they sign each year.

All instances of potential bullying will be investigated by the Deputy Head and the parents will be informed. The Head keeps a record of all serious behavioural incidences where serious formal sanctions have been made.

CURRICULUM

The school's ethos on anti-bullying is extended to the children through annual reference to their Golden Rules (Infants) or Code of Conduct (Juniors), a copy of which is available for reference to the children in their Day Books and also published in each classroom. 'Our Time', PSHE and RE themes regularly ask pupils to reflect on behaviour and to consider how empathy plays a part in being a responsible, caring citizen. Drama is also used as a tool for children to explore and act out scenarios they are trying to make sense of whilst the reading of literature with strong moral things will give opportunities for class and personal discussions.

REMEDICATION AND SANCTION

When instances of bullying are either reported or observed, the form teacher will take the lead in supporting the children to resolve the issue. The form teacher and the Deputy Head will work together to decide on the best course of action and whether this will be led by the form teacher or by the Deputy Head. The incident may be resolved simply by talking to the children individually, by asking parents to support the school's endeavours or it may need some wider intervention with a larger group in order for it to stop.

PEER ON PEER ABUSE

Keeping Children Safe in Education (Sep 2020) emphasises the duty for schools to guard against the negative impact on children's welfare, happiness and development,

caused by peer on peer abuse. It is stated that:

“Children can abuse other children. This is generally referred to as peer on peer abuse and can take many forms. This can include (but is not limited to): abuse within intimate partner relationships; bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiation/hazing type violence and rituals.”

Alleyn’s Junior School is committed to the prevention, early identification and appropriate management of peer on peer abuse cases or concerns that take place both inside and outside school, given the impact on children wherever it takes place.

Staff are made aware through training that peer on peer abuse constitutes a safeguarding concern for the child/children involved. Staff are trained on the emphasis on issues related to peer on peer abuse in KCSIE (Sep 2020).

In many cases, types of abuse do not occur in isolation, and one particular case of peer on peer abuse may reveal that participants themselves, including the alleged perpetrators, are themselves receiving abuse from other sources. Given the multi-textured experience in most cases of peer on peer abuse, any response to a case must see the biggest picture and aim to consider types of abuse being experienced and capture the full context of the child’s/children’s experience. In order to achieve this, we aim to discuss any concern with as many sources of information as possible, including staff (directly involved with witnessing a concern or who have knowledge of the pupils involved), friends of relevant pupils, families and any other agencies (like GPs).

Alleyn’s Junior School responds to concerns about peer on peer abuse by speaking with pupils involved and their parents quickly, seeking resolution as soon as possible, although in some cases the School must manage different perceptions of the same incident, while discussing the incident and its implications honestly and openly with all parties.

Any response to a concern or allegation will:

- include a thorough investigation and the wider context in which it occurred;
- treat all children involved (even the alleged perpetrator may have some related safeguarding concerns) as being at potential risk;
- communicate, as far as it is safe to do so, with the children and parents involved, discussing the action being taken in response;
- consider the possible need for an external referral to multi-agency partners.

Alleyn’s Junior School will consider whether disciplinary action is appropriate for any child/children involved in a concern about peer on peer abuse. This action will address the abuse, the causes of it, and underlying attitude towards the abuse. Disciplinary action can help to ensure pupils recognise the seriousness of unacceptable behaviour. It can demonstrate to the children directly involved, and the wider

community of pupils, staff and parents, that such behaviour is serious and not tolerated at Alleyn's Junior School. Disciplinary action can also protect other children and ensure the safety and wellbeing of the wider community.

However, the action must be considered also in the light of the safeguarding context of the child's/children's needs, and if unmet safeguarding needs are discovered in the process of investigating the incident/s, then these must be borne in mind when considering potential disciplinary action. The wider context of consideration for potential disciplinary action includes unmet needs, harm or abuse suffered by the perpetrator, the risk the child poses to others and the severity of the case of peer on abuse and its causes.

Staff training

Members of staff are reminded regularly of the need for vigilance about the behaviour of peers towards peers. Staff training includes induction sessions for new members of staff, "pupil news" at staff meetings and information from the Designated Safeguarding Lead and Deputy Designated Safeguarding Leads at staff training sessions at various stages of the school year.

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