

Long Buckby Junior School

Anti-Bullying and Prejudiced-Based Behaviour Policy

Aims

- To reduce and eradicate wherever possible instances in which pupils and adults are subjected to bullying or prejudiced-based behaviour in any form.
- To establish appropriate means of providing support for both the victim and perpetrator should such an incident occur.
- To show that we value the cultural diversity of our community and wider world with the aim of preventing any form of persecution by meeting the needs of our diverse society.

The ultimate aim should be to provide a learning environment where every child feels safe, thus being conducive to the attainment of individual aspirations.

Definitions – [link this to the Child's Acceptable Use Policy](#)

Bullying will be defined as **repetitive** "behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual". An incident of bullying includes any form of harassment, physical aggression, direct verbal comments and social exclusion (including by phone or computer). A distinction needs to be made between one off acts of aggression which have been committed in the 'heat of the moment' rather than as part of an orchestrated campaign.

Prejudice-based bullying is when bullying behaviour is motivated by prejudice based on an individual's actual or perceived identity; it can be based on characteristics unique to a child or young person's identity or circumstance.' It can include any behaviour which includes comments or actions influenced by an individual's religion, culture, disabilities, appearance, health, home circumstances, sexual orientation or gender.

Setting Standards

The values and beliefs underlying this Policy are to be considered in the context of the following statements:

- All bullying and prejudiced-based behaviour is unacceptable.
- The school recognises the detrimental effect on pupils and adults who may be subjected to bullying or prejudiced-based behaviour.
- Victims of bullying and prejudiced-based behaviour will be treated in a supportive manner.
- The school is committed to combating all bullying and prejudiced-based behaviour.

Persons Covered by this Policy

All pupils and adults whether permanently or temporarily on school premises will be expected to adhere to this policy.

Actions to Prevent Bullying and Prejudiced-Based Behaviour

The school's curriculum is used to educate the children on mutual respect and tolerance. This is done in a number of ways for example: through Relationships Education; Religious Education; Personal, Health and Social Education; Computing and special focus days (Show Racism the Red Card). The school works hard to develop positive relationships between children and adults so that all feel valued as members of our school community.

Actions to Deal with Bullying and Prejudiced-Based Behaviour

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- *Reactive* - Sanctions against children who show signs of bullying or prejudiced-behaviour in school as outlined in the school's Behaviour and Relationships Policy.
- *Reactive* – Online bullying happens outside of school and therefore the school is unable to impose sanctions on the individuals involved, however, where the school is given proof of unkind and prejudiced comments being posted online we will contact the parents of both the victim and perpetrator to make them aware of the situation and give advice on how the situation can be resolved. If the bullying or prejudiced behaviour is deemed to have broken the law or a child is at risk of physical or emotional, harm then the school will follow the steps in its Child Protection Policy.
- *Proactive* – The school's wider curriculum cover issues about showing respect and tolerance to each other, developing conflict resolution skills and responsible use of the internet.
- *Proactive* – Year 5 and 6 have an age appropriate session on keeping themselves safe online with a Local Authority advisor. All years are also taught about online safety during their Computing lessons.
- *Proactive* - Parent sessions on online safety are held during the year and advice is available on the school's website and newsletters to help parents keep their children safe.
- *Proactive* – Year 5 and 6 have an age appropriate workshop with 'Show Racism the Red Card' on a two-year programme.
- *Proactive* - Allocation of specific roles and responsibilities, both at staff and pupil level (Peer Mentors), in order that incidents may be detected, behaviour monitored, and appropriate support delivered.
- *Proactive* - Communication of the policy and periodic update in order that staff and pupils are continuously aware of the policy and also of their individual responsibilities.
- *Proactive* - Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner.
- *Proactive* –Lunchtime Supervisors are made aware of signs to look out for and spotting vulnerable groups of children.
- *Proactive* - The school's 4 tier approach to supporting vulnerable children offers a range of emotional support – whole class, small group and 1:1.

Individual Responsibilities

It is important that pupils and parents recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the policy can be effectively introduced and enforced. In this regard the pupils, including pupil bystanders, and parents are expected to:

- Report all incidents of bullying and prejudiced-based behaviour by speaking to a member of staff or a friend to act as their representative.
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents which the victim may be afraid to report.
- Adhere to and promote the aims and objectives of this statement.
- Refrain at all times from any behaviour which would constitute bullying or prejudiced-based behaviour of fellow pupils/adults.

Role of Parents

- Stressing to pupils the importance of sociable behaviour.

- Reporting any misgivings they have concerning either victims or perpetrators of bullying and prejudiced-based behaviour to a member of the teaching staff as soon as possible.
- Actively endorsing and supporting the policy.
- Acting as a positive role model for children.

Dealing with Incidents of Bullying and Prejudiced-Based Behaviour

All allegations of bullying or prejudiced-based behaviour will be taken seriously. Any incident of bullying will be recorded on My Concern by the Class Teacher in the first instance. The incident will be reviewed by a member of the Senior Leadership Team. Any proven incident of bullying will be dealt with according to the Behaviour Policy and Relationships Policy.

All adults and pupils need to know that reported incidents are taken seriously and dealt with. Incidents could be reported to any adult on the school staff (preferably the class teacher). The adult concerned should make a dated record of the allegation on My Concern and the class teacher should be made aware of it.

Any incident of prejudiced-based behaviour should also be reported to the Headteacher.

If a parent is unhappy how an incident has been dealt with they may make a representation to the Governing Body and this will be dealt with in accordance to the Complaints Policy.

REVIEW ARRANGEMENTS

The effectiveness of the policy is reviewed through the bi-annual questionnaire to parents and pupils and suggestions are taken for changes. The policy is to be reviewed by the whole governing body and is written in conjunction with the Parent Governors who canvas opinion of parents.

To be reviewed September 2025.

To be reviewed annually.