



PARK HILL JUNIOR SCHOOL

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RESPECTFUL - KIND - RESILIENT - RIGOROUS - ASPIRATIONAL



Anti-Bullying Statement January 2024

What is bullying?

Bullying is a range of unacceptable behaviours that hurt, intimidate, frighten, harm, humiliate, undermine or exclude an individual or group. Bullying is **deliberate** and **repeated** over time and is difficult for the sufferer to defend themselves against.

Anybody can be bullied because of the way they look or where they are from, what they believe, what they have or do not have, or what they can or cannot do; bullying picks on someone's vulnerability. Bullying happens when there is an imbalance of power; someone more powerful acting against someone else who is less powerful and less able to resist.

Bullying is different from an argument or a fight. **Bullying is regular, systematic and deliberate. It is an abuse of power.** It can impact on learning and attendance and most importantly on children's self-esteem and confidence. It can give the message that force and intimidation are the way to get what you want and become a pattern for further behaviour and relationships.

Bullying can happen in a number of different ways:

- Physical
- Verbal
- Emotional – being excluded from games with friends etc.
- Damage to property or theft
- Intimidation through gesture and threat, both verbal and non-verbal
- Cyber – through a range of technologies, including mobile phones, email and social networks
- Exclusion or non-communication

Bullying concerns all of us, not just those who are bullying and those being bullied. It also affects less assertive children who may be drawn in and those who witness incidents of bullying and feel unable to do anything. Bullying can happen in secret and a child being bullied may feel too scared to tell.

We take bullying very seriously and will not tolerate it in any form. We follow up all concerns expressed by children, staff or parents and carers and make sure that we feed back the results of any investigation. Sometimes what is seen as bullying is simply unacceptable behaviour and we address this differently.

We always encourage children to tell, making it clear that we take action when we know.

Prevention

We act proactively to prevent bullying by developing a safe school environment through the following strategies:

- **Valuing relationships** – All staff and pupils are expected to show respect, tolerance and trust towards each other. Through these behaviours we will show that we value each other.
- **Addressing issues through the curriculum** – We provide opportunities through Jigsaw and circle time. In these lessons pupils will learn about building positive relationships, conflict resolution skills, and their rights and responsibilities.
- **Opportunities outside the curriculum** – We recognise that one of the most successful ways to combat bullying is to have an inclusive school. We use events such as assemblies, Anti-bullying Week etc. to share our experiences, address issues and celebrate our success.

- **Peer support** – Friendship leaders, buddy schemes
- **Anti-bullying campaigns and assemblies** – deliver regular social norms messages and educate learners about positive relationships and how to resolve conflict.
- **Supervising playtimes positively**
- **Encouraging everyone in our school community to talk**, including pupils, staff and parents, with a commitment to listening and responding to what we are told.
- **Making it clear what children (staff and parents) should do if they, or someone they know is being bullied**

Detection:

We detect bullying using a range of strategies:

- We are a ‘telling’ school and we encourage and support our pupils to tell if they are worried, troubled or concerned with full knowledge that this will be treated with sensitivity and with importance.
- Teachers have positive relationships with children and encourage them to talk about any problems using ‘worry boxes’, Zones of Regulation check-ins, and during Jigsaw sessions.
- Teachers are able to refer children to our fully qualified school counselling service and the Counsellor is always alert to incidents of bullying, or conflict that could be potentially escalating into bullying.

Response:

If we suspect bullying we:

- Talk separately to the children being bullied, the child suspected of bullying behaviour and any witnesses
- Offer help, support and counselling as appropriate for as long as necessary, for both victims and perpetrators
- Discipline and support those involved in line with our Behaviour Policy
- Involve parents

We do not assume that patterns of bullying behaviour are fixed and try to avoid language like ‘bully’ or ‘victim’ that label children rather than behaviour.

Where conflict has escalated to a bullying situation, and previous interventions have not been successful, we use strategies as per our Behaviour Policy. Referral to an outside agency will be made when appropriate; this may include The Police, Croydon Youth Engagement Team, Social Services etc.

Monitoring:

We record and monitor incidents of suspected bullying and our actions on CPOMS (Child Protection Online Monitoring System) and in our Critical Incident Log. We report these to the Local Advisory Board every term. To monitor and evaluate how well we are tackling bullying we use the following strategies:

<i>Quantitative – collecting data</i>	<i>Qualitative – collecting stories</i>
<i>Questionnaires - Y3/4</i>	<i>Focus group discussions with:</i> <ul style="list-style-type: none"> . <i>School council</i> . <i>Class circle time</i> . <i>Jigsaw sessions</i> . <i>Parents/carers</i>
<i>Questionnaires - Y5/6</i>	
<i>Number of reported incidents in ‘worry box’</i>	<i>Case studies of good practice.</i>