



## Sacks Morasha JPS – Anti-Bullying Policy 2021

### Statement of Intent

Sacks Morasha Jewish Primary School is committed to creating an environment where exemplary behaviour is at the heart of productive learning. Everyone is expected to maintain the highest standards of personal conduct, to accept responsibility for their behaviour and encourage others to do the same. As members of our community, we adhere to 3 simple rules (“**The 3 Bs**”):

1. **Be Ready**
2. **Be Safe**
3. **Be SMART**

Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly, severely and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

### What Is Bullying?

Bullying is when an individual or group deliberately hurts another or makes them feel unhappy. Bullying behaviour will be repeated over a period of time and is difficult for the victim to defend against. Bullying may be racist, sexist, or homophobic. People can be bullied for any reason; because of the way they look, because of their religion, their age, because of a learning or physical disability for example.

Bullying is the use of aggression with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim.

### Bullying can be, but not limited to:

- **Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.
- **Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.
- **Racist:** racial taunts, graffiti, gestures.
- **Sexual:** Unwanted physical contact or sexually abusive comments.
- **Homophobic:** because of, or focussing on the issue of sexuality. Homophobic, biphobic and transphobic (HBT) bullying is unacceptable.
- **Verbal:** name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual.
- **Cyber:** All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities.

**Bullying is not:**

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

**Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need to learn different ways of behaving.

**Objectives of this Policy**

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the school's policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated in Sacks Morasha, whether onsite, at home, online, or in any other social setting involving our students.

**Staff Responsibilities**

- To implement procedures to confront bullying of any form.
- To listen to all parties involved in incidents.
- To investigate incidents promptly and as fully as possible.
- To take appropriate action and to refer to SLT as appropriate.
- To share with parents of the victim and bully, incidents of serious and/or persistent bullying.
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour.
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate.
- To promote the use of interventions which are least intrusive and most effective.

**Signs and Symptoms**

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from their school.

- doesn't want to go into vulnerable areas of the school i.e. toilets, library, hall.
- is unwilling to go to school.
- becomes withdrawn, anxious, or lacking in confidence.
- Begins to underperform in school work.
- Has possessions go 'missing'.
- Asks for money or starts stealing money (to pay the bully).
- Is frightened to say what's wrong.
- Shows changes in behaviours.

*NB - this is not a definitive list but suggests some of the signs and symptoms.*

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **What can you do if you are being bullied?**

We want everybody to feel confident to report bullying whenever and wherever it happens, and get the help they need to feel safe again. If someone is bullying you, it important to remember that is not your fault and there are people that can help you. Tell someone you trust, giving them as many facts as you can (Who? Where? What? Why? When? How?).

All pupils know that if they are experiencing bullying they should tell their teacher in the first instance. Should a pupil not feel confident in doing this, our SLT are always available to speak to pupils.

### **What can you do if you see someone else being bullied? (The role the bystander)**

Ignoring bullying is cowardly and unfair to the victim. Staying silent means that the bully has won and gives them more power. There are ways you can help without putting yourself in danger, for example tell a member of staff as soon as possible or ask someone you trust about what to do.

### **Strategies in school for the prevention and reduction of bullying**

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur.

These include:

- Each class agreeing on their own set of class rules.
- Making national anti-bullying week a high profile event each year.
- Raising awareness through assemblies, work in PSHE lessons and circle time discussions.
- Setting up circle of friends support network to support individuals experiencing difficulties.
- Using drama and role-play activities to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Introducing playground improvements and initiatives, e.g. friendship bench, buddy programmes.
- Using praise and rewards to reinforce good behaviour.
- Multi agency work – working with social services, police etc.

In addition, staff need to feel safe in order to help make the children feel safe. Staff are aware of procedures to follow in such an instance or they can contact their union for advice and support.

### Procedures

1. Report bullying incidents to class teachers (Chol and/or Kodesh) or SLT.
2. In particular cases of bullying, the incidents will be recorded by staff on CPOMS (Child Protection Online Monitoring System).
3. In particular cases, parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, the police or local authority will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.

### Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place.
- Assertive training.
- Counselling (Mentor, Learning Manager, SLT, external individual or agency).
- Use of home/school communication books.
- Involvement of external agencies.
- Monitoring by class teacher and/or SLT, including SENDCo.
- Peer support/peer mentoring.
- Formal recording (racism/homophobia).
- Use of behaviour contract.
- Liaison with parent/social worker.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the students will be reconciled.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### Racial equality, equal opportunity & inclusion

This policy is committed to ensuring that everyone has an equal opportunity to succeed (we have a differentiated curriculum). No member of the school should suffer or be disadvantaged by direct or indirect discrimination. The school follows the 'Prevent' Duty. Our policy of inclusion will mean that teachers will adapt the curriculum as necessary to meet the needs of children who may have emotional or physical difficulties or special educational needs.

*For further support, guidance and advice, please head to <https://www.bullying.co.uk/>.*

**SIGNED: \_\_\_\_\_ (HEADTEACHER)**

**SIGNED: \_\_\_\_\_ (CHAIR OF GOVERNORS)**

**DATE: June 2021**

**Anti-bullying Policy - Parental Acknowledgement Form**

We have read the policy with our child/ren, and both understand its implications

Signed..... Date.....

PLEASE RETURN THIS PERMISSION SLIP TO THE SCHOOL OFFICE. THANK YOU.