



'Being different, Belonging together'

## **Anti-Bullying Policy**

### **Rationale**

Bullying affects everyone, not just the bullies and the victims. It also upsets those other children who watch, and less aggressive pupils can often be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at school.

We believe, as stated in our school aims, that we will provide a caring and stimulating environment which is safe and welcoming to all. All institutions, both large and small, contain some children with the potential to display bullying behaviour. If a school is well organised and disciplined it can minimise the occurrence of bullying. Our school also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. Bullying is wrong and will not be tolerated at Frances Olive Anderson Church of England Primary School. We believe that if we stand by a clear policy on bullying which promotes a firm stance, then both parents and pupils will know and understand that any complaints of bullying will be dealt with firmly, fairly and promptly.

### **Statements and Objectives**

***Bullying needs to be defined so all staff, parents and pupils will recognise it when it occurs. It is not a single event but happens again and again over time. It can occur through several types of anti-social behaviour. It can be:-***

- **Physical** -A child can be physically punched, kicked, spat at etc.
- **Verbal** -Verbal abuse can take the form of name calling or threatening behaviour. It may be directed towards biological sex, gender identity, gender expression, ethnic origin, physical / social disability etc.
- **Exclusion** -A child can be bullied simply by being excluded from discussions or activities with those they believe to be their friends.
- **Damage to property or theft** -pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

***If our pupils find they are being bullied they are encouraged to take the following steps as a victims silence is the bully's greatest weapon:-***

- They are encouraged to talk to a member of staff of their choosing and to discuss strategies of how to deal with the traumatic experience they have had.
- A named member of staff who is on duty is briefed fully on the case and will offer to let the victim stay with them during break times. This is usually a lunchtime supervisor or teaching assistant.
- The bully is denied break times for a set period in order to give the victim a break from their presence and this lets the victim gain much needed confidence in the playground situation again.
- The victim is to be told that it is not their fault and they do not deserve to be bullied.
- They are counselled about showing how upset they are to the bully, as the bully will thrive on someone else's fear.
- A safe group of friends is developed for the victim and this is helped and encouraged by the class teacher.



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- The victim is helped to be more assertive and is trained to shout loudly and walk away confidently to tell an adult.
- All children are encouraged through assembly and PSHE /Citizenship education to be a good friend and care for others. They are also encouraged to share their feelings with people that they trust. Friends are also asked to tell trusted adults about their friend's unhappiness if they feel they are being bullied. They should never be a bully's friend. If a bully tries to make the friend join in the bullying they should be brave and again tell a trusted adult.

***Parents are encouraged to help in the following ways:-***

- Looking for unusual behaviour in their children, e.g. feeling ill, not wanting to come to school, work is not up to usual standard.
- Parents will be asked to sign and actively support the Home / School Agreement.
- Take an active role in their child's education by attending parents' meetings and progress evenings.
- Parents are asked not to encourage their child to fight back.
- Talk to their child and reassure them that it is not their fault they have been bullied.

***Staff will help to combat bullying in the following ways:-***

- Organise the school community in order to minimise opportunities for bullying e.g. patrolling areas which could be flashpoints at problem times.
- Use any opportunity to discuss aspects of bullying and appropriate behaviour towards each other as identified in the PSHE policy.
- Deal quickly, firmly and fairly with any complaints involving parents where necessary.
- All reported bullying incidents must be reported to the headteacher in case of parental complaint so these can be dealt with knowledgeably.
- The effectiveness of this policy will be reviewed in staff meetings.
- The school behaviour policy will be implemented in a firm but fair manner.
- The School High Five Rules will be referred to in assemblies each term.
- Encourage children to treat everyone with respect.
- Treat bullying as a serious offence and to take every possible action to prevent it from occurring.

***Action to be taken when bullying is suspected:-***

If bullying is suspected then the member of staff will talk to the victim on their own, plus any witnesses to establish the seriousness of the case. If bullying is believed to have taken place action will be taken against the bully. Serious cases will be referred straight to the headteacher who will then deal with them as outlined below. If any degree of bullying is found to be occurring, however small, it will be dealt with promptly by the following action:-

Help, support and counselling will be given as appropriate to both the victims and the bullies.

***We support the victims in the following ways:-***

- By offering them an immediate opportunity to talk about their experiences with their class teacher, or another trusted adult if they choose.
- They are assigned a named adult who they can talk to and stay with on the playground if they choose.
- By offering continued support for as long as they need it and offer strategies to deal with future problems.
- By informing the parents / guardians of the child.



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***We also discipline, yet try to help the bully reform their ways by:-***

- Talking about what happened, to discover why they became involved.
- Informing the bully's parents / guardians.
- Continuing to work with the bully in order to get rid of prejudiced attitudes as far as possible.
- Taking the bully away from the scene for a while to reflect on his / her actions.
- Taking further action detailed below if no improvement is seen.

***For cases of persistent or serious acts of bullying the following steps will be taken:-***

- School, parent and bully will meet and work together on a plan of action to support the bully to stop the actions causing concern to other pupil/s.
- Advice from outside agencies will be sought if school or parent deem this to be necessary.
- They may be excluded from school premises at lunchtimes.
- If they do not stop bullying they will be suspended for a minor fixed period e.g. one /two days.
- If it persists then a major fixed period exclusion will be imposed for up to 15 days.
- If the bullying still persists then permanent exclusion will be considered.

**Monitoring and Evaluation**

This policy concerns the protection of children in our care and will be implemented vigorously. It is the headteacher's responsibility to ensure that it is implemented consistently and fairly. Qualitative evaluation by the headteacher will take place with the headteacher monitoring some interviews with victims and witnesses as they take place, and regularly checking bullies statements. Copies of letters sent to parents will be retained on the admin drive and in individual pupil folders. Serious incidents of bullying will be reported to the Governing Body in the Headteacher's reports. Although we would hope that we have no incidents of bullying, we are realistic enough to know it occurs from time to time, and that the major emphasis for prevention in our school is on creating the safe environment every child deserves in their school life.

**This policy was reviewed by the Pupil and Staffing Committee and adopted by the full Governing Body in July 2018. To be reviewed October 2020.**