

ANTI-BULLYING POLICY

Date modified: July 2021

Next review: July 2022

Based on advice from The Key, and NSPCC, Keeping Children Safe in Education and Working together to safeguard Children.

Our Approach to Bullying

Bullying **will not** be tolerated in this school. It is everyone's responsibility to prevent it happening and this policy contains guidelines for all members of the school community. **The DfE Guidance on the prevention of bullying is contained in Preventing and Tackling Bullying (2017), Safe to Learn – Embedding anti-bullying work in schools.** In our school children have a right to feel welcome, safe and happy. In our school we will not tolerate any unkind actions or remarks even if these were not intended to hurt.

Definition

We define bullying as behaviour which intends to cause physical or emotional distress, carried out by those in a position of power or those who are powerless to resist. Such behaviour may:

- Be carried out repeatedly
- Be verbal
- Be physical, including damage to an individual's property
- Be written
- Be cyber (carried out through social websites, mobile 'phones, text messages, photographs and email)
- Cause individuals to be excluded from a group
- Be racial
- Be religious
- Be cultural
- Be sexual/sexist
- Be homophobic
- Be about disability
- Be because a child is adopted
- Be because a child is a carer

The school acknowledges that bullying in some form may exist amongst any groups of people but that it will not be tolerated and is unacceptable behaviour in this school. We acknowledge the seriousness of bullying in causing physical and psychological damage and even suicide (although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour). We are mindful of the fact that there may always be safeguarding and child protection issues raised by bullying, including child on child abuse.

Peer on Peer Definition

As children develop healthily, it's normal for them to display certain types of sexualised behaviour. It is important that adults who work or volunteer with children can identify if any sexualised behaviour has become harmful or abusive, and respond proportionally to keep all the children involved safe. (NSPCC)

There is no clear boundary between incidents that should be regarded as abusive and incidents that are more properly dealt with as bullying, sexual experimentation etc. This is a matter of professional judgement.

Pupils are taught about

- healthy and respectful relationships;
- what respectful behaviour looks like; •

- consent;
- gender roles,
- stereotyping, equality;
- body confidence and self-esteem;
- prejudiced behaviour;
- that sexual violence and sexual harassment is always wrong.

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Methods used to try to prevent bullying & peer on peer abuse

- Assemblies will be used to provide a moral framework outlining acceptable behaviour and stressing the effects of bullying
- RE and PSHE will be used to reinforce the message through stories (both fiction and non-fiction), role play, current affairs and other suitable activities.
- Circle time with the younger children, especially those in the Early Years Foundation Stage gives opportunities to talk about kindness to others.
- The school council will help staff to monitor behaviour in the playground and will try to encourage and help any child who seems to be unhappy.
- Staff will endeavour at all times to create surroundings where each individual feels confident and at ease in school (Room of Requirement)
- We will ensure that the school is well supervised, especially in areas where children might be vulnerable.

If one child or young person causes harm to another, this should not necessarily be dealt with as abuse: bullying, fighting and harassment between children are not generally seen as child protection issues. It may be appropriate to regard a young person's behaviour as abusive if:

- There is a large difference in power (for example age, size, ability, development) between the young people concerned; or
- The perpetrator has repeatedly tried to harm one or more other children; or
- There are concerns about the intention of the alleged perpetrator.

If the evidence suggests that there was an intention to cause severe harm to the victim, this should be regarded as abusive whether or not severe harm was actually caused.

Staff, parents and children at Fosse Bank School will work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, will not be tolerated. It is the responsibility of everyone to report and deal with any incidents quickly. Incidents should be reported to the Headteacher.

Aims and Objectives

- To ensure that all pupils are able to learn happily and without anxiety in a safe and supportive environment.
- To ensure that all pupils feel valued.
- To deal effectively and consistently with specific incidents.
- To make all those connected with the school aware of our opposition to bullying, and to make clear each person's responsibilities with regard to the eradication of bullying in our school.
- To instill in children the knowledge that bullying is unacceptable and that reports of bullying will be taken seriously.
- To ensure that our Behaviour and Discipline Policy is used in conjunction with our Bullying Policy.

Early signs of a child who is being bullied:

<u>Withdrawn</u>	<u>Isolation</u>	<u>General unhappiness/anxiety/fear</u>
<u>Deterioration of work</u>	<u>Desire to remain with adults</u>	<u>Bed Wetting</u>

<u>Spurious illness</u>	<u>Erratic attendance</u>	<u>Cry themselves to sleep</u>
<u>Unexplained cuts, scratches, bruises</u>	<u>Unexplained missing possessions</u>	

Understanding and Prevention

- Everyone in the school community must have an understanding of bullying and our school Anti-bullying Policy.
- Bullying in school will be handled consistently, speedily and very seriously.
- Every pupil has the right to feel comfortable and happy in the school environment.
- Bullying in any way should be reported immediately: to a friend, to a member of staff, to parents or to anyone who will know where to turn for help. Nothing can or will be done about it if nobody knows.
- To remain silent when bullying is witnessed is equivalent to condoning this behaviour.
- Pupils are not permitted to bring personal electronic devices that have Wi-Fi / internet access to school.
- Electronic devices that have Wi-Fi / internet access can only be used by pupils under the direct supervision of a member of school staff. Parents are asked to cooperate fully with the school's approach to internet safety, including control of access to inappropriate websites and games at home.
- All staff and pupils are trained to be 'safe' when using electronic devices that have access to the internet or can transmit electronic messages and are encouraged to be vigilant and to immediately report any misuse resulting in a pupil being teased, bullied or threatened.
- The school internet is filtered by a specialist company with blocks on inappropriate sites / vocabulary.

Individual responsibilities

All staff will try to prevent bullying and will:

- Attend staff training.
- Contribute towards and create an environment of good behaviour and respect
- Be vigilant, especially at change of lessons, break and lunch times.
- Be aware of "at risk" areas such as cloakrooms and playground areas.
- Be prompt to Registration and to the start of lessons.
- Be aware of changes in a pupil's demeanour or behaviour.
- Be aware of pupils with a poor self-image or lack of confidence, which often signals a victim of bullying.
- Intervene to prevent incidents from taking place.
- Implement disciplinary sanctions to convey a deterrent effect
- Report any bullying or concerns to senior management

Pupils should:

- Follow the school's Code of Conduct.
- Report witnessed incidences of bullying.
- Speak to someone if they are being bullied.

Parents should:

- Contact the school swiftly if they think their son or daughter **or** any other pupil is being bullied **or** suspect that their child may be the perpetrator of bullying.
- Support the school's anti-bullying policy and actively encourage their child to be a positive member of the school.

Procedures

When an incident occurs:

- The issue must be dealt with immediately and reported to the class teacher or the Head.
- There should be a “no blame” approach.
- Any reported incidence of bullying must be investigated as a matter of priority.
- The response should be corrective and supportive of both the victim and the bully.
- The person to whom it is reported must reassure the **victim** and explain that the appropriate action will be taken.
- The person to whom it is reported must spend time talking to the **child who has bullied**: explain why the action of the child was wrong, and endeavour to help the child change their behaviour in future.
- Written accounts should be taken and given to the Head for further investigation if applicable.

If the bullying is admitted:

- The **victim** and the **child who has bullied** will receive advice and support from school staff as appropriate in line with the “no blame” approach.
- The parents of both children will be informed.
- The **child who has bullied** should apologise to the victim.
- Written accounts will be filed in the individual records of the **victim** and the **child who has bullied to enable patterns of bullying to be identified**

If the bullying continues, the child who has bullied may be excluded from school in line with the school’s Behaviour and Discipline/ Exclusion Policy.

If the bullying is not admitted:

- A second interview with both parties should take place to clarify necessary points. A written account will be recorded.
- If the bullying is still not admitted, the **alleged perpetrator** will be warned that the incident has been noted on file and the **complainant** will be given appropriate advice and support. The parents of the **complainant** and the **accused** will be informed of the incident and the action that the school has taken.
- All action will be recorded and written accounts will be filed in the individual records of the **complainant** and the **accused**.

Promotion and Reinforcement of Policy and Procedures

- The Policy and Procedures are to be made available to all pupils and parents.
- The Policy and Procedures are to be discussed by the PSHE Teacher as part of the PSHE programme and at the beginning of a new school year.
- Bullying will be addressed as a whole school topic in individual lessons using educational elements such as personal, social and health education (PSHE), assemblies, projects, drama, stories, literature, historical events, current affairs and so on
- All members of the school community should be familiar with these Policy and Procedures
- They should be discussed and ratified in a full Staff Meeting at the beginning of every new school year.

Approved by ISI 2017