

FULLWOOD PRIMARY SCHOOL Anti-bullying Policy

Bullying is **repeated** action taken by one or more children with the deliberate intention of hurting another, either physically or emotionally. Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable and where care is taken to exclude any ethnic or gender stereotyping.

Types of Bullying

Type of bullying	Aspect
Physical	An unprovoked assault on a person or group or their belongings including pushing, kicking, hitting, pinching and extortion.
Psychological	Reduction of a person's self-esteem or confidence through threatening behaviour, mocking them, taunting or teasing them about any feature of their lives which can be used to wound them.
Social	Ostracism or rejection by a peer group
Verbal	Using language in a derogatory or offensive manner, such as name-calling, sarcasm, spreading rumours, persistent teasing, ignoring or not communicating.
Homophobic	Behaviour based on a dislike or fear of someone who is lesbian, gay or bisexual. It may involve passive resentment of lesbian, gay and bisexual young people or active victimization. It can also affect anyone who is perceived to be homosexual.
Racist	Insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti or racially motivated violence.
Sexual	Sexually insulting languages/gestures, name-calling, graffiti, unwanted physical contact.
Cyber	The use of information communications technologies, particularly mobile phones and the internet, deliberately used to upset someone else.
Other	For example, bullying that occurs outside of school or with vulnerable groups of children and young people such as those with special educational needs or able and talented.

This policy should be read in conjunction with our policies on: -

Child protection & Safeguarding
Behaviour
Inclusion

Equal Opportunities

Aims and objectives

We aim to: -

- Provide a safe and secure environment where all can learn without anxiety
- Provide a consistent school response to any bullying incidents that may occur
- Demonstrate to all those connected with the school our opposition to bullying
- Make clear each person's responsibilities with regard to the eradication of bullying in our school
- Develop children's awareness of issues related to bullying through PSHCE, assemblies and through other appropriate opportunities.

The role of governors

The governing body supports the executive headteacher and staff in all attempts to eliminate bullying and monitor that incidents of bullying that do occur are taken very seriously and dealt with appropriately. They require the executive headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body will respond to any request from a parent to investigate incidents of bullying within ten days, seeking information from the executive headteacher.

The role of the executive headteacher

It is the responsibility of the executive headteacher to: -

- implement the school anti-bullying strategy
- ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying
- ensure that all children know that bullying is wrong and unacceptable behaviour in our school
- ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying
- set a school climate of mutual support and praise for success thereby minimising the likelihood of bullying
- share appropriate information to enable monitoring

In severe breaches of behaviour or in cases of repeated bullying / non-compliant behaviour it may be necessary to exclude a child.

The role of the teacher

Teachers in our school should: -

- take all forms of bullying seriously
- intervene to prevent incidents from taking place
- keep their own records of all incidents that happen
- share appropriate information with relevant parties to enable monitoring

If teachers become aware of bullying they must: -

- deal with the incident immediately, ensuring any injuries to children are dealt with in the first instance
- investigate the alleged incident thoroughly, listening to allegations very carefully and noting down any appropriate information
- do all they can to support the child who is being bullied and find ways to ensure that the child feels safe to return to the playground or class
- talk to the child who has bullied to explain why their action is unacceptable
- consult with the upper leadership team re: appropriate punishment or intervention from external agencies
- impose appropriate sanctions e.g. withdrawal from the playground for a period of time, escorted by adult supervisor at play / lunchtimes (Refer to Behaviour Policy)
- consider drawing up an individual behavioural plan (IBP)
- complete the incident form (kept in the school office)
- use Circle time to re-establish a climate of trust and respect for all

The role of the LSAs and other non –teaching staff

It is the responsibility of all staff within school to uphold the principles and practices of this policy. Bullying must not be tolerated in any form and cannot be overlooked at any time.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact a member of the upper leadership team immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Support for the victim

A victim of bullying is, by definition in the weaker position and unable to defend him/herself. School staff will,

- Allow anonymity
- Give reassurance of action and safety
- Allow time for discussion
- Inform other staff
- Establish support group to develop assertiveness
- Provide strategies to ensure assertiveness
- Promote self esteem and confidence
- Involve parents for support & discussion
- Organise a meeting for bully and victim

Guidance for the bully

For some pupils, aggression may be seen as the normal way of getting what one wants. They may not recognise that the expectations of behaviour in school may be different from home or other social groups. The school staff will,

- Encourage empathy for the victim's situation

- Explain the non acceptance of the behaviour and the effects it has in making others unhappy
- Look at motives for action
- Show the child how to join in with other children without bullying
- Set clear targets
- Involve parents
- Monitor the behaviour
- Encourage positive ways of seeking attention
- Provide opportunities to be a leader
- Give praise and encouragement for co-operative behaviour

Raising Awareness

Issues relating to bullying are included on an annual basis as part of the PSHCE Curriculum. The school promotes external organizations, such as Child line, to help pupils in getting guidance and support in times of need.

Cyber Bullying

All children and adults in the school have to sign an AUP (Acceptable Use Policy). This specifies agreed rules and routines that need to be followed to ensure safety in the use of ICT while at school.

Parents are informed of the procedures carried out in school and are also given the opportunity to sign a supporting agreement.

All year groups engage in e-safety lessons at the beginning of each school term to teach them of the dangers in the ICT world. Reminders are given at the beginning of each term and when using the internet.

Child-net e-safety posters are displayed in the ICT suite with guidance posters located near each computer.

The school has a firewall which prevents unsuitable content on school computers. This is monitored by the borough.

Monitoring and Review

This policy is monitored on a day-to-day basis by the executive headteacher, who reports to governors about the effectiveness of the policy on request but at least annually.

Information regarding gender, age, ethnic background and other relevant diverse needs of the children involved in bullying incidents, should be taken into consideration.

The governing body will review the policy annually.

Reviewed September 2023

Next Review Date September 2024