

FELSTED PRIMARY SCHOOL

ANTI BULLYING – MARCH 22



Nurturing today's minds for tomorrow's challenges

- Be Respectful
- Be positive
- Be the best you can be
- Save our world!

This policy was drawn up with the help of:

- the school parliament, following consultation with all the children in the school
- A consultation group comprising PSHRE co-ordinator, Co-opted school governor responsible for PSHRE and safeguarding, and two parents. Anti-bullying policy and feedback from a parents survey on anti-bullying discussed.

We all know that happiness promotes achievement, and children who are being bullied will be unhappy.

1 Introduction

- 1.1** Bullying is action taken by one or more children with the intention of hurting another child, either physically, verbally, emotionally, racially or online. This bullying behaviour may be repeated over a period of time. Sometimes children fall out, quarrel, argue or even hit out occasionally. These behaviours are not bullying. This policy has close links with the Relationships and Behaviour Policy.
- 1.2** As with all of our policies and procedures we would ensure equality for all involved.

2 Aims and objectives

- 2.1** 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.
- 2.2** We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3** This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4** We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.
- 2.5** Each class has an anti-bullying poster on display. This outlines what bullying is, what to do if you are being bullied and how to get help. It also explains the steps to resolve the bullying issue for the person doing the bullying.

3 The role of governors

- 3.1** The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2** The Chair of Governors is made aware of the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors will request regular reports on the effectiveness of the anti-bullying strategies.
- 3.3** Governor involvement in consultation group and at least annually reviewing the anti-bullying policy.

4 The role of the headteacher

- 4.1** It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

- 4.2 The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to reinforce school rules and values.
- 4.3 The headteacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.
- 4.4 The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- 4.5 The headteacher signposts training and information about online safety to parents

5 The role of the teacher

- 5.1 Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school. There is a sorry/worry box in every class.
- 5.2 If teachers witness an act of bullying, they do all they can to support the child who is being bullied. Teachers will keep parents informed about any incidents involving their child. If there are repeated incidents it may be necessary for parents to meet and discuss this with the Headteacher.
- 5.3 If staff witness an act of bullying (or an act of bullying is reported to them), they should record the event on our school online system which informs the Headteacher or Deputy Head and if necessary by mentioning to all staff in the weekly staff meeting.
- 5.4 If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. Each situation will be fully explored and investigated. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies and seek advice from the L.A.

For the child who is being bullied we offer support by creating a supportive group of friends to act as "guardian angels". These friends will help the bullied child by monitoring the situation and informing staff of any incidents.

- 5.5 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.
- 5.6 Pupils are taught about the impact of Cyberbullying and how to seek help if they are affected by any form of online bullying. Pupils are also made aware of where to seek advice or help if they experience problems when using the internet and related technologies; i.e. parent/ carer, teacher/ trusted staff member, or an organisation such as Childline or CEOP report abuse button. Any bullying reported to be happening through school programmes will be dealt with and investigated by school.

6 The role of parents

- 6.1** 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 their child's class teacher immediately or Headteacher. If the parents feel the bullying is continuing, they should contact the complaints governor.
- 6.2** 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.
- 6.3** Parents should ensure their child does not retaliate and encourage their children to tell an adult if they are bullied.
- 6.4** Parents should report any cyber bullying to the school. We can deal with and investigate issues related to our school systems but those used by children at home would need to be monitored and dealt with by parents. Parents should notify the school if these issues may continue in school.

7 The role of the children

If a child experiences bullying we encourage them to follow the STOP guidance (Start Telling Other People). Also, it is the responsibility of their friends and classmates to help out. These are the things the children can do:-

- Tell an adult in the school
- Speak to a Year 6 play leader
- Put a note in the worry box in the classroom
- Talk to their parents who will contact the school

If a child feels threatened, he or she should walk away, find a safe place by an adult and tell that person. If a child is being bullied, they should not retaliate or do the same to another child.

If a child is being cyber bullied they can follow the same steps as above.

If all the bystanders tell an adult if they know something is wrong, the bully will know that they can't get away with it.

8 Monitoring and review

- 8.1** This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.
- 8.2** This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by monitoring the behaviour in the playground and speaking to pupils. Governors analyse information given to them by the Headteacher, with regard to all aspects of the children's background, of all children involved in bullying incidents.

Signed:

Date:

To be reviewed: