

FIRS ESTATE PRIMARY SCHOOL

ANTI-BULLYING POLICY

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Introduction

The school has a 'duty of care' towards its pupils with regard to bullying in that the headteacher and staff stand in 'loco parentis' (in place of the parents). This duty of care includes protecting pupils from harm from bullying.

This policy takes full account of the school's legal obligations under the Education Act of 1986 to:

- Have a policy to prevent all forms of bullying amongst pupils.
- Make a written copy of the anti-bullying statement available on request.
- Set out the strategies to be followed with a system to implement them and a mechanism for monitoring and reviewing their effectiveness.

Definition Of Bullying

Bullying can be defined in a number of ways. We follow DfES guidance, which defines bullying as:

"Bullying is deliberately hurtful behaviour repeated often over a period of time, where somebody deliberately intimidates or harasses another". (DfCSF September 2002).

Bullying has been described by pupils as:

- Name calling.
- Teasing.
- Physical abuse eg hitting, pushing, pinching or kicking.
- Having personal possessions taken, eg bag or mobile phone.
- Receiving abusive text messages or e-mails.
- Being forced to hand over money.
- Being forced to do things they don't want to do.
- Being ignored or left out.
- Being attacked in any way due to religion, gender, sexuality, disability, appearance or racial or ethnic origin.

Specific examples of Bullying

Racist bullying - an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- Verbal abuse, name calling, racist jokes, offensive mimicry.
- Physical threats or attacks.
- Wearing of provocative badges or insignia.
- Bringing racist leaflets, comics or magazines.
- Inciting others to behave in a racist way.
- Racist graffiti or other written insults, even against food, music, dress or customs.
- Refusing to co-operate in work or play.

Sexual bullying - this is generally characterised by:

- Abusive name calling.
- Looks and comments about appearance, attractiveness, emerging puberty.
- Inappropriate and uninvited touching.
- Sexual innuendos and propositions.
- Pornographic material, graffiti with sexual content.

Sexual orientation - this can happen even if the pupils are not lesbian, gay or bisexual. Just being different can be enough. This can be in the form of:

- Use of homophobic language.
- Looks and comments about sexual orientation or appearance.

SEN or disability - these pupils are often at greater risk of bullying. This can be characterised by:

- Name calling.
- Comments on appearance.

Text bullying - this is on the increase and can involve pupils receiving threatening or disturbing messages from possibly anonymous callers.

Internet bullying - this is also on the increase and can involve pupils receiving threatening or disturbing messages or rumours/photos being circulated through e-mail or in chat rooms.

School Statement of Intent

At Firs Estate Primary School we believe that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the school community will be listened to and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

Aims of the Policy

To:

- Assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- Make it clear that all forms of bullying are unacceptable at school.
- Enable everyone to feel safe while at school.
- Deal effectively with bullying.
- Support and protect victims of bullying and ensure they are listened to.
- Help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- Liaise with parents and other appropriate members of the school community.
- Ensure all members of the school community feel responsible for combating bullying.

Objectives:

To:

- Maintain and develop effective listening systems for pupils and staff within the school.
- Involve all staff in dealing with incidents of bullying effectively and promptly.
- Equip all staff with the skills necessary to deal with bullying.
- Involve the wider school community, such as Mid-day Supervisors, in dealing effectively with, and if necessary referring, bullying incidents.
- Communicate with parents and the wider school community effectively on the subject of bullying.
- Acknowledge the key role of the class teacher in dealing with incidents of bullying.

School behaviour and relationships within the school community

We recognise that all adults in the school are role models for the students. The way in which we behave towards each other and to students is particularly important in terms of providing positive role models. Therefore, as adults at Firs Estate School we endeavour to:

- Show respect for every student and other colleagues within the school community as individuals.
- Be aware of vulnerable students.
- Criticise the behaviour rather than the student.
- Avoid favouritism.
- Be seen to be fair.
- Avoid labelling.
- Have high expectations of students.
- Never give students ammunition to use against each other.
- Actively seek to develop a praise culture within the school.

Young people also have a responsibility to role model appropriate behaviour for their peers. We therefore believe that all students must:

- Show respect for their fellow students and adults working within the school community.
- Support and be sensitive to others when they may be feeling vulnerable.
- Actively seek to develop a praise culture within the school.
- Actively support the school anti-bullying policy.
- Take responsibility for their own behaviour.

Equal Opportunities

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn.

Guidance for Staff

- Follow the school guide to reporting and dealing with bullying incidents (*see Anti-Bullying Immediate Response Chart*).

Guidance for Pupils

If you see someone being bullied:

- Report it to an adult straight away.

If you are being bullied:

- Get away from the situation as quickly as possible.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop.
- Tell a teacher or another adult you trust within school.
- Tell your family.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- If it carries on happening, or if it starts up again, don't be afraid to keep on telling someone.
- Don't blame yourself for what has happened.

When you are talking to an adult about bullying, be clear about:

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

If you experience bullying by mobile phone text messages or e-mail:

- Tell a friend, parent or teacher.
- Be careful to whom you give your mobile phone number or e-mail address.
- Make a note of exactly when a threatening message was sent.

Guidance for Parents

If your child is being bullied:

- Calmly talk with your child about his/her experiences.
- Be calm and reassuring - try not to communicate your anxiety to your child; it's very frightening for a child if they think their parents are frightened.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.
- Make an appointment to see your child's teacher.
- Explain to the teacher the problems your child is experiencing.

When talking with teachers about bullying:

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue.

If you are not satisfied:

- Check with the school anti-bullying policy to see if agreed procedures are being followed.
- Make an appointment to discuss the matter with the Headteacher and keep a record of the meeting.
- Discuss your concerns with a parent governor.
- If this does not help write to the chair of governors explaining your concerns and what you would like to see happening.
- Contact your director of education to ensure the governors respond to your concerns.

If your child is experiencing any form of cyber bullying:

- Ensure your child is careful whom they give their mobile phone number and e-mail address to.
- Check exactly when a threatening message was sent.
- Where necessary report incidents to the police.

If your child is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

Procedures for dealing with bullying incidents

- Any child being bullied can report the incident to an adult (such as class teacher, Teaching assistant, learning mentor, play leader) or to a school councillor.
- The adult to whom the bullying incident is reported feeds back to the class teacher. School councillors will fill in a bullying incident report form and pass this on to the class teacher. If appropriate this would then be passed on to the Lead Behaviour Professional for record keeping purposes.
- The class teacher will deal with incidents appropriately and depending on the severity may involve the Headteacher.
- The bullying child misses playtimes in accordance with the school Behaviour Policy.
- Preventative moves are put in place as appropriate; eg changing class seating arrangements, keeping the bullying child in at playtime, putting the bullying child on a star chart, overseeing the children involved at transition times, inform other adults (including duty staff and play leaders).
- The child who has been bullied is given support by the class teacher and/or learning mentor.
- Serious incidents of bullying will be logged down by the Headteacher, who may ask to meet with parents/carers of the pupil who is bullying.
- The severity of the incident is made plain to the parents; then the bullying child, their parents and the Headteacher all meet together to make future expectations quite clear.
- Parents are sent for again if the bullying resumes.
- If a child regularly takes part in bullying others the Behaviour Support teacher or learning mentor works with him/her to help them develop empathy towards others.
- In the event of all the other avenues being exhausted, or in particularly serious cases, the situation may lead to exclusion. However, governors would need to examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

Strategies

The school adopts a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies including:

- Co-operative group work.
- Circle Time.
- Mid-day Supervisor training.
- PSHE programmes (SEAL).
- Self esteem sessions.
- Friendship groups (with Behaviour Support teacher/learning mentor).
- General ethos of the school.

This policy will be revised in September 2016.

Anti-Bullying Response Chart

