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Fritwell Church of England Primary School

Anti-Bullying Policy

All valued, all equal, all special

At Fritwell Church of England School we value everyone equally and educate and nurture every child to achieve their full potential and become the person God meant them to be.

We equip all children with a feeling of self-worth, a respectful attitude towards others, an excitement for learning and an enthusiasm for life.

Rationale

At Fritwell Church of England Primary School we firmly believe that every child in our care has the right to feel safe, secure and happy in school and in all school activities. We recognise the seriousness of all forms of bullying and the deeply damaging impact it can have on those involved. We recognise the value of talking about bullying and of equipping children with strategies for dealing with bullying should they encounter it.

Aims

Through increasing awareness of bullying, we aim to:

- provide a safe environment for our children, where they feel secure, confident and happy.
- reduce the incidence of bullying in school.
- improve the children's ability to recognise forms of bullying.
- equip children with strategies to deal with bullying (whichever role they may play in bullying situations).

Our school community

- discusses, monitors and reviews our anti-bullying policy on a regular basis.
- supports staff to promote positive relationships and identify and tackle bullying appropriately.
- ensures that children are aware that all bullying concerns will be dealt with sensitively and effectively; that children feel safe to learn; and that children abide by the anti-bullying policy.
- reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints.

- keeps records of all incidences, and accusations of bullying so that it can be monitored and dealt with effectively.
- seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹.

Definition of bullying²

Bullying is

- **“behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”.**
- deliberately hurtful.
- on-going (it is not the same as random unprovoked aggressive acts).
- unequal and difficult to counteract by the person being bullied (it involves a power imbalance – this can result from size, number, status or as a result of having access to limited resources).
- indirect or direct
 - physical (e.g. hitting or kicking)
 - verbal (e.g. abuse or name-calling)
 - non-verbal (e.g. gestures and looks)
 - psychological (e.g. excluding or threats)

Bullying includes: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

We recognise the specific guises and problems associated with cyber-bullying and teach our children how to stay safe. We provide information for parents on the nature and risks of cyber-bullying and on how to help protect and inform their children. (Please see linked E-Safety policy)

Forms of bullying covered by this policy

People are bullied for a variety of reasons. Bullying can happen to anyone.

This policy covers all types of bullying including:

- bullying related to race, religion or culture
- bullying related to special educational needs
- bullying related to appearance or health conditions
- bullying related to sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying
- cyber-bullying

This policy also covers the bullying of school staff, by children, parents or other staff. (Please also see Dignity at Work policy)

There is no hierarchy of bullying and no form of bullying is tolerated at Fritwell Church of England Primary School. We are a **TELLING** school: we encourage and support all members of our school community to report bullying and are committed to finding solutions that work.

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

Our Whole School Approach

The Fritwell Church of England Primary School approach to tackling bullying is both preventative and reactive.

We use the PSHE Association Programme of Study to develop self-awareness, personal management of feelings, motivation, empathy and social skills in all our children. We actively teach children strategies for developing behavioural skills which create positive relationships and the necessary skills for identifying and coping with potential bullying behaviour. (see Behaviour for Learning Policy and PSHE policy). Our work focuses specifically on the bullying that sometimes happens between children, on the feelings involved and on the varied roles that people take on within bullying situations; the person(s) displaying bullying behaviour, the person(s) being bullied and the 'witnesses' or by-standers.

Our whole school ethos both within and outside of classrooms is one based on respect and consideration for all, listening to our own and others' feelings, and a strong behavioural code developed and continually reviewed by our whole school community.

As a school community we understand that there are different roles within bullying. We discuss these roles with our children. We also understand that the same child can adopt different roles at different times, or indeed at the same time.

- The ring-leader, the person who through their social power can direct bullying activity.
- Assistants/associates who actively join in the bullying (sometimes because they are afraid of the ring-leader).
- Reinforcers who give positive feedback to the bully, perhaps by smiling or laughing.
- Outsiders/bystanders who stay back or stay silent and thereby appear to condone or collude with the bullying behaviour.
- Defenders who try and intervene to stop the bullying or comfort children who experience bullying.

Identifying and responding to bullying

We:

- carefully select appropriate strategies and external support where this is needed.
- are pro-active in early identification of pupils who may be at risk.
- use data e.g. deteriorating attendance, poor punctuality, lack of progress and diminishing achievement as potential indicators of vulnerability to, or suffering from bullying.
- consider emotional, behavioural and physical problems as potential signs of bullying.
- consider opportunities for addressing bullying through the curriculum, through displays, through peer support, through Anti-Bullying week and through the School Council.
- train all staff to identify bullying and follow anti-bullying policy and procedures.

Dealing with bullying incidents

For children who experience bullying behaviour

Children are encouraged to report bullying behaviour to a trusted adult. This could be their class teacher, the nearest adult, a teaching assistant or the Headteacher.

Next steps could include the following where appropriate:

- Immediate steps to ensure they feel safe again e.g. additional focused circle time.

- A meeting between the child's teacher and/or Headteacher and the child's parents to discuss what has happened and agree a programme of support (follow-up discussions planned).
- Support with a teaching assistant - 1:1 discussion and activities to rebuild self-esteem, confidence and resilience.
- Individual/small group work with a teaching assistant to practise positive strategies that might reduce the occurrence of bullying.

For children who engage in bullying behaviour

- Persistent bullying behaviour will result in a meeting between the deputy head and parents to discuss what has happened and agree a programme of support (follow-up discussions planned).
- A discussion with class teacher about what has happened, with an aim of establishing fact and potential reasons for bullying behaviour.
- Individual/small group work with Teaching Assistants to reflect on their behaviour and help them to face up to the harm their behaviour may have caused, to support the development of social and emotional skills and behaviour and/or to learn the steps they need to take to repair the harm they have caused and ensure they can make a choice to avoid bullying behaviour in the future.

For parents / carers

We provide:

- assurance that Fritwell Church of England Primary School does not tolerate bullying and that the school systems will deal with the bullying in a way that protects their child.
- clear communication from school about the activities and programmes undertaken with their child.
- awareness of the procedures to use if they are concerned their child is being bullied or engaged in bullying behaviour.
- information to parents of incidents of bullying and accusations of bullying at the earliest opportunity.
- information to ensure that parents/carers know about our complaints procedure and how to use it effectively and know where to access independent advice about bullying.

For the Headteacher, governors and other school staff

We:

- promote a school climate where bullying and violence are not tolerated and cannot flourish.
- continually develop best practice based on knowledge of what works.
- use cross curricular opportunities to address bullying
- are clear about roles and responsibilities in preventing and responding to bullying.
- are aware of the importance of modelling positive relationships.
- inform the Deputy Head of all allegations of bullying made by children, parents or staff, so that a formal record can be kept, which will be closely monitored by the school leadership team.
- record all bullying allegations, ie if a parent uses the term 'bullying', then it will be recorded as such until proven otherwise, with appropriate actions taken (see above).
- deal with incidences of bullying, or behaviours which may lead to bullying, at the earliest opportunity. (*See Behaviour for Learning policy and Sanction Chart*)
- publish the school's Anti-Bullying Policy, Behaviour for Learning Policy and E-Safety on the school website.

- monitor and inform others. The Deputy Head has the responsibility for maintaining all records and monitoring all bullying incidents. The Deputy Head will report incidents of bullying to the Headteacher and will be reported to Governors as part of the annual report to governors.

Involvement of children

We:

- canvas children's views on the extent and nature of bullying through school council and lessons.
- ensure children know how to express worries and anxieties about bullying.
- ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying.
- involve all children in on-going anti-bullying awareness and campaigns in schools.
- involve all children in reviewing and developing anti-bullying work and policy.
- publicise the details of helplines and websites.
- offer support to children who have been bullied.
- work with children who have been bullying in order to address the problems they have.

Contact with the school by parents/carers

The school encourages parents/carers to speak to their child's class teacher in the first instance, if they have any concerns relating to bullying behaviours or bullying incidents. Alternatively parents may prefer to inform the Deputy Head Teacher. All staff within the school are used to dealing with confidential and sensitive issues, and all incidents are referred to the Deputy Head for advice, recording and follow-up if necessary.

Safeguarding

This policy is part of our commitment to safeguarding children. It should be read in conjunction with our Safeguarding and Child Protection Policy (including Radicalisation and FGM). Bullying is a safeguarding matter and if left unresolved can become a child protection matter.

Links with other school policies

This Policy links with a number of other school policies including:

- E-Safety Policy
- Complaints Policy
- Behaviour for Learning Policy
- Dignity at Work Policy
- PSHE Policy
- Safeguarding and Child Protection Policy

Monitoring and Review

We will review this policy at least once every two years, more often if there is an identified need to do so. Children, staff and the school council will be involved in reviewing and developing on-going anti-bullying work.

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

Policy adopted July 2016

Review July 2018