



Fleetville Junior School

Anti-Bullying Policy

OUR SCHOOL VALUES AND BELIEFS

Fleetville Junior School is committed to ensuring that all children are able to learn in a safe, caring and supportive environment where everyone can learn their own self-worth in an atmosphere of respect and self-control. We encourage children to become confident, independent learners who are able to contribute positively to the school and the community in which they live so they can take their full place in society secure as individuals, whilst able to respect the needs and values of others.

OUR DEFINITION OF BULLYING

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can take many forms, and it is often motivated by prejudice against particular groups, for example, on grounds of race, religion, culture, gender, sexual orientation, social background, Special Educational Needs and Disabilities. Bullying is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful.
- Repeated, often over a period of time.
- Difficult for victims to defend themselves against.

Bullying can take many forms, for example:

- **Emotional:** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation.
- **Verbal:** name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.
- **Physical:** pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- **Racist:** racial taunts, graffiti, gestures, making fun of culture and religion.
- **Homophobic:** because of/or focussing on the issue of sexuality.
- **Online/cyber:** setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones/other devices Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not the odd occasion of falling out with friends, name-calling, arguments or when the occasional 'joke' is played on someone. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of a child's development to learn how to deal with these situations and develop social skills to repair relationships.

Some forms of bullying are attacks not only on the individual but also on the group to which he or she may belong. Within school, we will pay particular attention to:

- Racial harassment and racist bullying
- Sexual bullying

- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Bystanders to bullying are complicit in bullying behaviour and will be treated as bullies within the scope of this policy.

OUR AIMS

At Fleetville Junior School, we have a responsibility to respond promptly and effectively to issues of bullying.

Our aims are to:

- Create a climate where bullying is not accepted by anyone within the school community.
- Produce a safe and secure environment where we can all learn without anxiety.
- Produce a consistent whole school response to any bullying incidents that may occur.
- Make it clear that all forms of bullying are unacceptable.
- Deal effectively with bullying.
- Encourage children to report incidents of bullying and ensure that they are listened to.
- Help and support bullies change their attitudes as well as their behaviour and why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.

CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL

We also draw on the school's Curriculum and PSHE materials (Physical, Social and Health Education) and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others

PREVENTATIVE MEASURES

The school will:

- Raise awareness of the nature of bullying and cyber bullying through inclusion in SMSC and computing, assemblies, school curriculum areas, displays, peer support and school ambassadors as appropriate, in an attempt to eradicate such behaviour.
- Participate in national and local initiatives such as Anti-Bullying Week, e-Safety week and the work of Princess Diana Anti-Bullying Initiative Ambassadors.
- Seek to develop links with the wider community that will support inclusive anti-bullying education and anti-cyber bullying through the work of CEOP (Child Exploitation & Online Protection Centre).
- Take action to prevent all forms of bullying.

RESPONDING TO INCIDENTS WHEN THEY OCCUR

All staff will:

- Have a good understanding of the school policy on bullying and their role in implementing it.
- Respond calmly and consistently to all reports of incidents of bullying.
- Ensure that all reports of incidents are taken seriously and dealt with impartially and promptly. Record all incidents on CPOMS.

If bullying, including cyber-bullying, is suspected or reported it will be dealt with as follows:

- Immediately addressed by the member of staff who has been made aware of it. A clear account of the concern will be recorded on CPOMS.
- A member of the Senior Leadership Team will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy / practice.
- Class Teachers will be kept informed.
- Parents and other relevant adults will be kept informed.
- Where bullying occurs outside school, any other relevant schools or agencies will be informed about the concerns and any actions taken.
- Consequences and sanctions will be used as appropriate and in consultation with all parties involved.
- All reports will be taken seriously and will be followed up by the class teacher or member of the SLT.

Pupils who have been bullied or witness bullying should report this to:

- Any member of staff.
- A school friend.
- Their class member of the school council.
- Their parents/carers or adult member of the family.

Pupils and staff who have been bullied will be supported as follows:

- They will be reassured that they do not deserve to be bullied and this is not their fault.
- We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem and how they became involved.
- We will engage them in making choices about how the matter may be resolved.
- We will establish the wrong doing and need to change.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will inform parents to help change the attitude of the pupil.
- We will involve their friends / older pupils in peer support / the buddy system/ mediation
- We will provide strategies to restore self-esteem and confidence
- We will use strategies such as Protective Behaviours to ensure they feel safe and know who they can talk to
- We will use specialist interventions and/or referrals to other agencies where appropriate.

The following disciplinary steps can be taken (see Behaviour Policy and Exclusions Policy):

- Official warnings to cease the bullying.
- Loss of playtime and lunch time play as a protective consequence.
- Internal suspension.
- Fixed term suspension.
- Permanent exclusion.

THE ROLE OF PARENTS/CARERS

Parents have a responsibility to support the school Anti-Bullying Policy and to actively encourage their child to be a positive member of the school. Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure. Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, e.g. restricting/monitoring their use of the internet or mobile phone. Referral of the family to external support agencies will be made where appropriate.

THE ROLE OF PUPILS

Pupils in all year groups are taught about behaviour expectations in school. School staff use a range of methods to establish a positive ethos in class and in the school as a whole, supporting children to develop a good understanding of how to be a positive member of the school community. Children are taught to develop their understanding of how it may feel to be bullied and to develop the skills for

managing their own feelings so that they avoid negative behaviour choices that could be bullying behaviour.

Pupils are taught clearly about what to do if they feel they or someone else is being bullied.

Pupils are invited to tell teachers and school leaders about a range of school issues, including bullying, through school ambassadors and pupil questionnaires.

BULLYING OUTSIDE THE SCHOOL PREMISES

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises, we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the police.

The DfE says that, "exceptionally failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school's common duty of care." Legal Services advise that schools can take disciplinary action against pupils for incidents that occur outside of school.

OWNERSHIP OF THIS POLICY

The policy applies to all staff, parents and to all pupils, whether temporarily or permanently on the school roll. The Headteacher is responsible for introducing and implementing this policy; however, all staff, pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

Governors will be given regular information on bullying within school as part of the Headteacher's report.