

# Ferndown First School - Anti Bullying Policy

## Definition

Bullying is described as 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

Bullying happens when a person is subjected to repeated aggressive acts over a period of time by another person or persons. It can involve physical or verbal attacks, name calling, malicious gossip, damaging or stealing the property of the victim or coercing the victim into acts which they do not wish to do.

Bullying also includes defamatory texts or e-mails, offensive phone calls or any other offensive electronic messages or images. It is unlawful to disseminate defamatory information in any media including internet sites, social web-sites, mobile 'phones, text messages, photographs, posters and emails.

## Aims and Values

In addition to the aims and values expressed in the Whole School Behaviour Policy, our school aims :

- To help children feel confident to discuss any difficulties they may be encountering
- To raise awareness amongst the school community about bullying and how it should be dealt with
- To prevent, de-escalate and/or stop any continuation of harmful behaviour
- To react to bullying incidents in a reasonable, proportionate and consistent way
- To support and respond to pupils who have experienced bullying
- To apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multi agency support.
- To model appropriate and respectful behaviour
- To recognise the anxiety that bullying can cause for families.

Schools have a public duty to show due regard to eliminate discrimination, promote equality of opportunity and foster good relations between persons of protected characteristics and none (Equality Act 2010). The protected characteristics are: race (ethnicity), gender, disability, religion/belief, sexual orientation, gender reassignment, pregnancy/maternity.

The responsibility of schools extends beyond the school boundaries and where out of school incidents are reported schools have a duty to respond.

## Preventative Strategies

At Ferndown First School we wish to develop a culture that embraces differences and never tolerates bullying. We do this through:-

- A strong behaviour management policy and effective school leadership promoting an anti-bullying ethos.
- The headteacher is responsible for anti-bullying policy and procedure.
- The delivery of an appropriate curriculum whereby pupils are taught explicitly about bullying and how to react to it. Curriculum opportunities are used (in particular PSHE and assembly times) to discuss anti-bullying messages.
- The PSHE co-ordinator is responsible for developing any relevant anti-bullying work in the school.
- Providing positive roles models.

- Clear and high expectations for behaviour of all members of the school community, with clear and consistent rules and expectations and appropriate use of sanctions and rewards.
- Proactive behaviour management strategies and a willingness to take action should bullying occur.
- Encouraging pupils to develop their confidence to support each other and share concerns.
- Making the best use of resources to promote and support an anti-bullying culture. This includes provision of safe and well supervised areas to reduce the possible threat of bullying.
- The development of a close partnership with parents.
- Regular review of policy and procedures to address any issues or new initiatives.

### **Child Protection**

Our school recognises that, under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is a 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, our school staff will report their concerns to the DSL for Safeguarding and Child Protection who will refer to Children's Services Social Care.

### **Statutory duty of schools**

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### **Responding and Supporting**

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

In cases of suspected bullying the class teacher/ Headteacher will investigate to establish whether bullying is occurring. It is important to recognise that although adults may not view an incident as a case of bullying, a child or parent, may indeed perceive it as such and it will have an effect on a child's self-esteem or a parent's support for how the school manages behaviour.

Following the reporting of possible bullying an initial investigation will take place. The headteacher must be informed of such a concern being raised.

- If the incident is not found to be 'bullying', but involves one of general misbehaviour, then it is still dealt with in the most appropriate way following the whole school management policy
- If there is bullying taking place it is identified as such and dealt with individually and appropriately following the procedures below:

The common elements of each response will include:-

- Listening to the child who has been bullied
- Establishing what exactly is occurring.
- Investigating the matter. This would always involve the headteacher or a senior member of staff.
- Identifying the type of support the pupils need and how the matter can best be resolved.
- Applying disciplinary protocols consistently and fairly.
- Informing parents accordingly.
- Completing record keeping procedures and involvement of outside agencies as appropriate. (All bullying incidents/accusations are logged on My Concern)
- Monitoring for a specific period of time to ensure the matter has been resolved

**Pupils who have been bullied will be supported by:**

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

**Pupils who have bullied will be helped by:**

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

**The following disciplinary steps may be taken:**

- Official warnings to stop the bullying behaviour
- Sanctions in accordance with the school Behaviour policy
- Internal exclusion
- Short term (fixed-term) exclusion
- Permanent exclusion

**Prevention**

Within the curriculum the school will raise awareness of the nature of bullying through inclusion in PSHE/JIGSAW, circle-time, assemblies, as appropriate, in an attempt to eradicate such behaviour

We will use a range of methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school or class rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters

**Monitoring, evaluation and review**

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. This policy should be read in conjunction with Whole School Behaviour Policy and E- Safety Policy

**This policy has been reviewed in October 2018**

**Next review: October 2020**