

Ferryhill Station Primary School Anti-Bullying Policy 2017



Preamble

Before defining and responding to any alleged incident of bullying, there must be clarity with regard to the difference between normal, childhood behaviours, which result in children falling out and expressing outbursts of anger and upset due to these falling outs and persecution of somebody persistently causing distress, time after time, especially, when they have been told to stop. This is important to eliminate false allegations being made.

Bullying can be described as being 'a deliberate act done to cause distress in order to give a feeling of power, status or other gratification to the bully that is repeated over time. It can range from ostracising, teasing, threats and extortion, through to physical assault on persons and/or their property.

At Ferryhill Station Primary School staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people. It is important to confirm whether an incident is in fact bullying or a consequence of childhood behaviours.

Aims

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. Ensure that appropriate language is used to describe inappropriate behaviours. Children and parents may refer to childhood behaviours as bullying when in fact this is not accurate. If this is the case, it is hoped that the child can be encouraged to understand the difference between the two descriptions as this will help them to use accurate language and prevent false allegations from being made.

The Role of Staff

Accurate records of bullying using the school's Record of Concern forms are completed and kept to ensure that all incidents are investigated thoroughly. It is the responsibility of all staff to implement the school AntiBullying policy The Senior Leadership Team ensures that all children know that bullying is wrong. If an incident occurs, assemblies are used for drawing attention to the negative aspects of bullying and why it is not appropriate behaviour and the need to develop positive relations. All staff receive training to be equipped to deal with all incidents.

Strategy for Dealing with Bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

- Discuss the incident with the victim
- Identify the bully/bullies
- Discuss the incident with the bully.
- Collate witness statement from both sides
- Issue letters to both sets of parents
- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school, depending on the perceived severity of the incident. This will be negotiated with parents.
- During school hours continue monitoring the situation
- As the behaviour of the bully improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour.

In order to identify incidents of bullying and the identities of bullies, at our school we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils
- Stories in assembly are delivered that reinforce the positive side of relationships
- The PHSCE programmes are delivered to offer further strategies and guidance to pupils

School staff will deal with bullying in different ways, depending on how serious the bullying is. They might deal with it in school, e.g. by disciplining bullies, or they might report it to the police or social services.

The Role of Parents

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. It is hoped that they can work in partnership with the school to support their children