

Finedon Schools

Finedon Mulso CE Junior School and Finedon Infant School

Anti Bullying Policy

Rationale behind the policy:

All members of a school community deserve the right to feel valued, equal and respected and be able to come to school without fear. Bullying has a serious effect on a pupil's self esteem, emotional and mental health, which in turn prevents them from developing to their full potential and can seriously affect their life chances.

Bullying, in any form, will not be tolerated at our schools. Following consultation with the children, staff and governors of the schools, we have formulated this policy as we want our schools to be safe and happy environments for everyone.

As a Church of England School, the Junior School's vision is paramount in the work that we do to prepare pupils to form positive relationships and to live harmoniously, so that our school is a place where everyone can flourish in a loving and hospitable community.

"We nurture the talents and aspirations of our children, preparing them to be confident, responsible and respectful individuals who positively contribute to the world, and reach their potential within a loving, caring Christian community.

Learning together, enabling children 'to live life in all its fullness'."

Aims of this policy

- To ensure a safe and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To promote inclusion, mutual respect, self-esteem and self-worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Our school's definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated, with the intention of causing emotional or physical harm to a weaker person. Bullying can be carried out by an individual or group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

At our school the children recognise bullying as an action that happens

Several
Times
On
Purpose

In response to which they should

Start
Telling
Other
People

The nature of bullying can be:

Physical – hitting, kicking, punching, pushing or inappropriate/unwanted physical contact, including damage to belongings.

Verbal – teasing, name calling, ridicule, sarcasm, insults, racial, religious, cultural or sexual remarks, swearing offensive or threatening language. Remarks regarding physical ability or appearance or academic ability.

Emotional/indirect/segregation/relational – ignoring someone, excluding someone from a group, spreading rumours or stories, damaging property, writing nasty letters, or by phone / computer.

Cyber – including text messages, emails, blogs, msn, chat rooms etc.

Visual/written – graffiti, gestures, wearing racist insignia

Threat – with a weapon

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on an incident log and follow up actions and sanctions, if appropriate will be taken for pupils and staff found using any such language.

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly but also helps to prevent bullying as it enables targeted bullying interventions.

Any member of the school community can be bullied – pupils or staff. They may be bullied by other pupils, parents or other staff.

Pupils/staff 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.

Bullying is not:

- Friends falling out, calling each other names, or not talking to each other
- A sudden act that is done in temper
- An argument
- The repeat of an incident that happened years ago
- A single word, act or deed of unkindness

Our proactive strategies to prevent and tackle bullying include:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are valued and respected.
- We are "listening and telling" schools. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond to and prevent bullying. It also

includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.

- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Junior School children will have direct teaching about cyber-bullying, including safe use of the Internet and lessons on the forms and consequences of cyber-bullying. (This is a growing concern as this type of bullying is often initiated outside school and can be continued in school or lead to other types of bullying.)
- Stereotypes are challenged by staff and pupils across the school.
- Our positive behaviour management strategies promote a responsibility for consideration of others.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and how to report bullying.
- Every opportunity to promote whole school initiatives such as anti-bullying day, theatre productions and external speakers will be taken.
- The school will ensure that the anti-bullying message has a high profile.
- Our playground is well equipped with games and activities that promote inclusion.
- All staff, including lunch time supervisors, work to ensure inclusion and promote kind behaviour.
- Parents and the community will be encouraged to actively support the policy by signing the home-school agreement and supporting the Schools Behaviour Policy.
- The School Council will include anti-bullying measures as an agenda item once a term.
- The Governing Body of each school and Headteacher will monitor bullying via staff meetings, monitoring proformas from pupils and staff and auditing the results of pupil questionnaires on bullying and school practice.
- All staff will receive training on the identification, prevention and management of bullying. At the start of a new school year procedures for dealing with a bullying incident will be discussed at an early staff meeting. The policy will be discussed and distributed to all new staff as part of our Induction Package.

If you come across bullying what can you do?

First steps:

- Remain calm, you are in charge. Reacting emotionally may add to the bully's fun and give the bully control of the situation
- Take the incident seriously
- Take action as quickly as possible
- Think hard about whether your action needs to be private or public – who are the pupils involved?
- Reassure the victim(s), don't make them feel inadequate or foolish
- Offer help, advice and support to the victim(s)
- Make it plain to the bully that you disapprove
- Encourage the bully to see the victim(s) point of view

Involving others:

- Inform the class teacher, Assistant Headteacher, Deputy Headteacher or Headteacher
- Inform colleagues if the incident arose out of a situation where everyone should be vigilant e.g. unsupervised toilets
- Inform both sets of parents calmly, clearly and concisely, reassure both sets of parents that the incident will not linger on or be held against anyone

Final steps:

- Make sure the incident doesn't live on through reminders from you
- Try to think ahead to prevent a recurrence of the incident, if you uncover the trigger factor
- Ensure all incident forms are completed

What we will do if bullying is reported

- In the event of a bullying allegation, staff will gather evidence and consult with the Headteacher if necessary.
- In all cases details of the incident and action taken will be recorded (see appendix). Parents of both the victim and bully will be kept fully informed.
- If it is a serious incident temporary or permanent exclusion will be considered after a full review of the facts.
- Bullying incidents will be logged and monitored on a termly basis by the Headteacher. Any resulting information will be given to the Governing Body as part of the Headteacher's Report.
- Follow up actions may include social skills support groups, careful observation of all children involved, regular meetings with children / parents. Children who persist in showing bullying behaviours may be put on a personal provision plan (PPP), have their own individual consequence / reward system, and if the bullying behaviours still continue the child would be temporarily excluded. A final consequence would be permanent exclusion.
- Children who have been victims of bullying behaviours will be supported to restore self-esteem and confidence. Children who have shown bullying behaviours, will be helped by attending Social Skills sessions and establishing a need to change.

- Any complaints from parents or other members of the public would be dealt with promptly by the appropriate member of staff; probably the Headteacher.
- If possible the pupils (bully and victim) staff and parents will be reconciled.
- After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

What can pupils do if they are being bullied?

Pupils will be regularly reminded of the following strategies:

- Remember that your silence is the bully's greatest weapon
- Tell yourself that you do not deserve to be bullied and that it is wrong
- Be proud of who you are. It is good to be individual
- Try not to show you are upset. It is hard, but a bully thrives on someone's fear
- Stay with a group of friends. There is safety in numbers
- Be assertive and shout "NO". Walk confidently away. Go straight to an adult
- Fighting back may make things worse
- It is best to tell an adult straight away – you will get immediate support
- Adults will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

What to do if you know someone is being bullied?

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

Supervision of key areas/time in school

All staff must be alert and observant at all times both inside and outside the classroom e.g. Playground, hall, cloakrooms and toilets. The lunchtime period is a time when pupils are most at risk and could be exposed to bullying. Dinner Supervisors must communicate daily with class teachers to ensure that all children feel safe and secure.

At break times all staff must be vigilant. Any incident involving bullying is to be reported straight away to the Class Teacher.

Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Ensure a good rate of attendance to enable your child to feel part of the school community.
- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child or their parents on the playground. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

Guidelines for implementing policy:

- Responses may vary depending on the type of bullying behaviour exhibited.
- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- It is recognised that the Headteacher and Governing Body have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy.
- Pupils are encouraged to report all incidents of bullying, whether they are victims or bystanders.
- All staff will respond to pupil, parental or colleagues' concerns seriously and support the agreed procedures.
- All staff will be made aware of any incident of bullying. If it became necessary to put a child on a Personal Provision Plan because of bullying behaviours, all staff would be made aware of the arrangements as per above.

- The policy will be monitored, evaluated and reviewed by the Headteacher and Governing Body annually.