

Fairhouse Primary School



Anti-Bullying Policy

Updated: January 2020

Agreed by governors: April 2020

To be reviewed: January 2022

Respect and Success for All

At Fairhouse Primary School we want to ensure that all pupils feel safe and happy in the learning environment. Respect for the individual and the learning environment are at the heart of our school. Success is achieved when every individual feels valued and included in the school community. Our approach is inclusive and applies to all pupils.

Together we seek to develop children who are:

- co-operative and sensitive;
- confident, motivated and good communicators;
- independent and self-disciplined;
- able to use and apply a wide range of skills and knowledge; and
- have high self-esteem.

We aim to do the above through:

- the use of positive role models;
- our organisation and environment;
- the curriculum we plan for the children;
- increasing community and cultural awareness;
- encouraging respect for all; and
- the involvement of families in their children's education and the life of the school.

"The single most important thing a school can do to prevent bullying is to have a clear policy to which staff, pupils and parents are committed."
(Johnstone, Munn and Edwards, 1992.)

"The most effective schools seem to be those that have created a positive atmosphere based on a sense of community and shared values. This sense of community cannot be achieved if a school does not take seriously bad behaviour, which mainly affects pupils rather than teachers." (Elton, 1989.)

"In our school bullying in any form is unacceptable. We aim to empower all individuals to challenge, remedy and prevent bullying and create a culture where the rights of the individual are valued and upheld."

"A Telling School" is a school where the children are encouraged to tell an adult about any incident, confident that they will be listened to and that we will act upon what we are told. We encourage children to take personal responsibility and, if appropriate, to tell the person who is bullying to stop. We believe that we should tackle the problem and that it is healthier to bring it out into the open.

Our Definition of Bullying

Bullying is 'Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally' (DfE "Preventing and Tackling Bullying", July 2017)

With children we use the acronym STOP (Several Times On Purpose) to support their understanding of this.

Bully- a person or group behaving in a way which might meet their needs for excitement, status, material gain or group process and does not recognise or meet the needs and rights of the other people/person who are harmed by the behaviour.

Victim- a person or group that is harmed by the behaviour of others and who does not have the resources, status, skill, ability, to counteract or stop the harmful behaviour.

Bullying can be: -

- Physical harm
- Threat of physical harm
- Nasty name calling or teasing
- Extortion-demand for money or favours
- Exclusion-deliberately leaving someone out of an activity
- Racism-remarks to do with colour, culture or religion
- Homophobia- prejudice against lesbian, gay or bisexual orientation
- Cyber bullying-the use of Information and Communication Technology, particularly mobile phones, the internet and Social Networking Sites to deliberately to upset someone else
- Discrimination towards others with a physical, mental or learning impairment

The school recognises pupils will use Social Networking Sites and that parents will allow this. The school is committed to teaching pupils, through our e safety work, safe conduct.

It is not unusual for pupils to fall out with friends and others in their class. We need to be aware that not all aggression is bullying, or all name-calling. It becomes bullying when it is exercised through the use of power rather than an exchange between equals.

Bullying is antisocial behaviour resorted to by inadequate people and we must respond in a way, which will be helpful to supporting all pupils improved behaviour. Increasing the anxiety and alienation from staff members is not likely to work.

What can children do if they are being bullied?

- Tell someone that they can trust – it can be a teacher, a teaching assistant, a member of the lunchtime team or Inclusion Team, a parent, a friend, or a relative. Generally, it is best to tell an adult they trust straight away. They will get immediate support and it can be resolved in school.
- Remind themselves that they do not deserve to be bullied and that it is wrong.

- Stay with a group of friends/people. Bullies usually pick on individuals.
- Write down the problem and give it to your trusted adult.

What can child do if they know someone is being bullied?

- Take action! Watching and doing nothing is no help at all.
- If they feel they cannot get involved, they should tell an adult immediately. Teachers/adults will deal with the bully without getting them into trouble (school staff will not tell the bully who told them).

Reporting concerns

Any reported incidents of bullying will be investigated promptly and sensitively in order to ensure that the person reporting their concerns feels safe and supported.

- Pupils and parents are actively encouraged to tell someone if they have a concern about bullying either for themselves or for someone else. The message is that standing by and allowing it to happen is agreeing by compliance and allows it to take place and continue.
- If a concern is reported to a member of staff or a member of staff is concerned that bullying has been taking place, they record the information.
- This information must then be passed on to a senior member of staff who will investigate, once the investigation is completed a decision is made about the most appropriate approach to use.

School strategies for dealing with bullying:

The following is a list of actions available to staff depending on the perceived seriousness of the situation. If bullying is suspected or reported:

- The Class Teacher will be informed.
- The Inclusion Team will carry out an initial investigation.
- A member of staff will talk and listen to the perceived victim, and any witnesses, making sure that the children feel safe to talk.
- A member of staff will talk to the alleged bully about what has happened to discover how they became involved. They will make it clear that bullying is not tolerated at Fairhouse Primary School.
- The problem will be identified and possible solutions agreed.
- Sanctions from the Code of Conduct will be applied.
- Parents will be informed on all matters identified as bullying.
- If the situation is not resolved, then the Head Teacher, working with the Inclusion Team, will intervene and a Consistent Management Plan or Action Plan may be written.
- All incidents of bullying will be recorded as such and a Bullying Referral may be made.

Actions taken to support the victim:

- Environmental changes will be made if necessary to the classroom and playground to ensure that child feels more secure and safe.
- Staff must communicate with other staff and record, where relevant, any incidents or concerns on an incident form.
- The situation will continue to be monitored by all staff to ensure no repetition. Children will be observed at break times, lunchtimes and in the classroom. Any follow-up findings will be documented on an incident report and given to the Inclusion Team.
- Key friends identified by the child will be asked to give extra support.
- The child will nominate an adult in school whom they trust and feel they can talk to.
- The child will be made aware of the importance of immediate reporting of any further incidents.

- Parents will be telephoned or invited into school so that action taken can be shared.
- The SENCO, Inclusion Team and the class teacher will work together to assess whether the child needs support in the development of social skills such as assertiveness and positive communication skills.

Action to be taken to support the bully:

This support will depend on individual needs, age and maturity of the child.

- It may be suggested that the children involved meet, with the support of the Inclusion Team.
- It will be made clear to the child that their behaviour is unacceptable and the effect that it has on the other child.
- The child may be asked what they hoped to gain by their behaviour – if their answer indicates that they need additional support, then this will be addressed through discussion with parents.
- The child will be reminded that they are responsible for their behaviour and there are consequences for poor behaviour.
- Sanctions for behaviour may include the removal of breaks and lunchtimes – parents will be informed which sanctions will be used.
- Following the implementation of a Consistent Management Plan or Action Plan, if the behaviour persists then a Bullying Referral will be made to address the needs of the child, with the permission of the parents.

Bullying Referrals

When we have worked with a pupil or group of pupils to resolve ongoing issues related to behaviour which could be considered as bullying we may raise a bullying referral. The school will work intensively with the parents of the victim and of parents the alleged bully. This means that we may engage outside agencies such as the Police, counselling services or Social Care. Parents will be fully involved in this process. The safeguarding governor will be informed of our actions.

Role of Parents:

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

- Look out for unusual behaviour in their children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Take an active role in their child's education and enquire how the day has gone, who they have spent their time with and what went well.
- Inform the school if parents/carers feel their child may be a victim of bullying behaviour. All complaints will be taken seriously and appropriate action will follow.
- Encourage children not to retaliate as this can make matters worse!
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- Reassure their children that the school will be deal with matters.

All complaints and enquiries will be dealt sympathetically and with the utmost confidentiality.

Supporting Organisations and Guidance:

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” July 2017:
- <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”:
<https://www.gov.uk/government/publications/nohealth-without-mental-health-a-cross-governmentoutcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk