

Finedon Schools'

Finedon Mulso CEVA Junior School and Finedon Infant School

Anti Bullying Policy

This policy was developed through a period of consultation with the staff. It was approved in the Autumn Term of 2011 and updated in May 2012 and April 2014; it will be reviewed in two years or sooner if deemed necessary.

Rationale behind the policy:

Bullying is present to a greater or lesser extent in all institutions. **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 school, we have formulated this policy as we want our schools to be safe and happy environments for everyone.

Aims

- To develop a positive and safe learning environment in which bullying will not be tolerated.
- 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 raise the standards of behaviour and levels of achievement of all.

Our school's definition of bullying:

Bullying can be defined as an abuse of power by one or more people through **repeated** hurtful or aggressive behaviour **with the intention** to cause emotional or physical harm to a weaker person.

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

Several
Times
On
Purpose

In response to which they should

Start
Telling
Other
People

Bullying behaviours can be:

Physical – hitting, kicking, punching, pushing, and damage to belongings

Direct Verbal – teasing, name calling, insults, racial or sexual remarks, swearing, offensive or threatening language

Relational – ignoring someone, excluding someone from a group, spreading rumours or stories, damaging property, writing nasty letters, or by phone / computer

Cyber-bullying - including text messages, emails, blogs, msn, chat rooms etc

What we can do to prevent bullying

Our proactive strategies include:

- All staff will receive training on the identification, prevention and management of bullying. The policy will be discussed and distributed to all new staff as part of our Induction Package. All staff will promote the schools' behaviour policy and apply this policy when necessary.
- 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 issue of bullying will be raised in school assemblies and in lesson time in order to maintain awareness of the issue. Junior aged children will have teaching about the safe use of the Internet and, in specific about the consequences of cyber-bullying. (This is a growing concern as this type of bullying is often initiated outside of school and can be continued in school or lead to other types if bullying.)
- Every opportunity to promote whole school initiatives such as anti-bullying week, theatre productions and external speakers will be taken.
- 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.

What we will do if bullying is reported

Our Reactive strategies include:

- In the event of a bullying allegation, staff will investigate thoroughly, gather evidence and consult with the head if necessary.
- In all cases, details of the incident/s and action taken will be noted and detailed records kept.
- Parents of both the victim and bully will be kept fully informed.
- Follow up actions will vary according to the behaviours exhibited but 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 Behaviour Contract, have their own individual consequence / reward system, and if the bullying

behaviours still continue, the child may be temporarily excluded. A final consequence would be permanent exclusion.

- Children who may have been victims of bullying behaviours, or shown bullying behaviours, may also attend Social Skills sessions with trained LSAs.

Guidelines for implementing policy:

- There needs to be recognition that anyone can be a bully or victim and that bullying can take many forms.
- 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 have a Behaviour Contract with a child because of bullying behaviours, all staff would be made aware of the arrangements as per above.
- 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.
- Bullying incidents will be logged on the SIMS computer system and monitored by the Head. This information will be reported to the Local Authority monthly given to the Governing Body each term as part of the Head's Report.
- The Curriculum Committee of the Governing Body will have responsibility for maintaining an overview of behavioural and bullying issues and for reviewing this policy every two years or sooner if the need arises.