

Foxmoor Primary School Anti-Bullying Policy

The school recognises that it has a 'duty of care' towards its pupils with regard to bullying in that during the school day the Headteacher and staff stand in loco parentis, in place of the parents. This duty of care includes protecting pupils from harm of bullying.

1. a) The National and Legal Context

This policy takes full account of the school's legal obligations under the Education Inspections Act of 2006 to:

- promote the well-being of pupils in school
- develop a policy which encourages good behaviour and respect for others and, in particular preventing all forms of bullying amongst pupils
- establish procedures for dealing with complaints about bullying.

This policy links to the Every Child Matters Outcomes of Stay Safe, Be Healthy and Make a Positive Contribution. It also links with the National Healthy Schools Programme theme of Emotional Health and Wellbeing, safeguarding children's procedures and the current DCSF anti-bullying guidance, 'Safe to Learn'.

1. b) How this Policy was developed

The following people helped to develop this policy and guidance:

- the Head teacher;
- Teaching staff;
- Teaching Assistants;
- Midday Supervisors;
- Administration staff;
- Pupils;
- Governors;
- Parents.

2. a) **What do we mean when we use the word 'Bullying'**

Bullying can be defined in a number of ways. The DCSF 'Safe to Learn', 2007, guidance defines bullying as:

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

Our school defines bullying as:

'Consistently treating another person, or group of people, in a way that makes them feel unhappy, frightened, worthless or hurt (inside or out)'

b) **Bullying can be direct or indirect and includes:**

Verbal bullying – name-calling, taunting, mocking, making offensive comments and teasing.

Physical bullying – kicking, hitting, punching, pushing and pinching.

Emotional bullying - producing offensive graffiti, excluding people from groups, spreading hurtful and untrue rumours, being forced to do things against one's own will and taking belongings or money belonging to others.

Cyber-bullying – includes offensive text messaging e-mailing and sending degrading images by phone or the internet.

Homophobic bullying is based on sexuality.

Racist bullying is based on religion or racial or ethnic origin.

Disability bullying is based on a person's disability.

Sexual bullying is inappropriate touching.

Bullying can take place between pupils, between pupils and staff; or between staff; by individuals or groups; face to face, indirectly or using a range of cyber-bullying methods. It can happen in isolation or quite often in the presence of others.

We (the members of the school community) recognise that people who are victims of bullying frequently, but not exclusively, are bullied as a result of seeming different from the group due to:

- race, religion or culture;
- special educational needs or disability;
- appearance or health conditions;
- sexual orientation;
- gender;
- home or social circumstances including looked-after-children and young carers.

c) Inclusion

Every member of the school community is entitled to expect equality of protection from bullying, as well as protection and support from school policies and procedures that are designed to ensure that the school remains a safe environment in which to teach and learn. Our school policy has given careful consideration to the six equality strands -

REGARDS: Race, Ethnicity, Gender, Age, Religion, Disability and Sexuality.

This is to ensure that anti-bullying provision is provided in a sensitive and non-judgemental way that will enable all young people, staff and the wider school community, to feel valued and included in effective policy and practices. In order to achieve this we have included as wide a cross section of the school community as possible in the consultation leading to the agreement of this school policy and we have tried to incorporate the specific needs of particular groups, for example vulnerable children and adults, in this process.

3. **School Statement of Intent, with regard to Foxmoor's position on bullying**

This school believes that:

- bullying is undesirable and unacceptable;
- bullying is a problem to which solutions **can** be found;
- seeking help and openness are regarded as signs of strength not weakness;
- all members of the school community will be listened to and taken seriously;
- bullying prevents pupils achieving their full potential and affects standards of achievement and aspirations;
- everyone has the right to work and learn in an atmosphere that is free from fear;
- we all have a responsibility to ensure that we do not abuse or bully others;
- young people should be encouraged to seek support in school if they are worried about bullying, and have a right to expect that their concerns will be listened to and treated seriously;
- young people should be reassured that reporting an incident or concern about another child or group of children is a mature, kind action and that they will be listened to and their concerns will be taken seriously without repercussions;
- we all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse;
- young people should be involved in decision making about matters that concern them.

4. **Aims of this Policy**

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable at school.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour, and understand why it needs to change.
- To liaise with pupils, parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.
- To ensure consistency in practice within the school community.

5. **Intended Outcomes**

- That all parents and pupils have received and had opportunity to comment upon the school anti-bullying policy.
- That there are effective listening systems for pupils and staff within the school.
- That parents have a point of contact for the anti-bullying lead in school if they are concerned about their child.
- That all staff have the necessary skills and confidence to deal with incidents of bullying effectively and promptly.
- That no child or young persons' educational opportunities and achievement is disadvantaged due to the experience of bullying.
- That the wider school community, for example midday supervisors, is involved in dealing effectively with, reporting, recording, monitoring and if necessary referring bullying incidents.
- That there is effective communication with parents and the wider school community on the subject of bullying through parents meetings and the weekly newsletters.
- That all incidents of bullying are recorded and appropriate use is made of the information and, where appropriate, shared with relevant organisations.

6. **Specific School Targets for 2016/2017**

To organise a meeting for parents/carers with a guest speaker from CEOPS.

To continue to encourage parents in the need to monitor the use of the internet, 'email', social networking sites and mobile phones being used by their children.

To alert parents to the misuse and effects of cyber-bullying.

With the help of the pupils, to set up an alert mechanism so that incidents of this type can be discovered quickly.

7. **Recording of Incidents**

From September 2009 it is a legal requirement for schools to record all incidents of bullying. To meet this requirement we:

- keep a record of individual incidents of bullying;
- compile an annual record of bullying incidents and ensure that an analysis of the bullying record is undertaken by members of the senior leadership team and the Governing Body;

8. **Procedures and Dealing with Incidents – A Whole School Approach**

Role of pupils and staff in reporting and recording a bullying incident involving pupils

We take the view that everyone has a responsibility to report incidents of bullying or to share their concerns with a member of the school community. At this school we follow the school guide to reporting and dealing with bullying incidents.

(see appendix 1)

9. Sanctions

We follow the 'No Blame Approach' to encourage pupils to talk freely and openly about issues and incidents without fear of recrimination. This approach involves counselling both victim and perpetrator and requires a contract of behaviour and reparation from the latter.

Initially there is no further punishment; however a repeat of the behaviour initiates more punitive sanctions including meetings with parents.

This school has set procedures to follow in implementing sanctions where a bullying incident has occurred and these are clearly documented in our behaviour policy. These sanctions are applied in appropriate proportion to the event. In the event of all other avenues being exhausted, or in particularly serious cases, this may lead to exclusion.

The DCSF Revised Guidance of September 2007, Improving Behaviour and Attendance: Guidance on Exclusion from Schools and Pupil Referral Units, Section 17, states:

'In cases where a head teacher has permanently excluded a pupil for persistent and defiant misbehaviour, which would include racist or homophobic bullying, the Secretary of State would not normally expect the governors' Discipline Committee or an Independent Appeal Panel to reinstate the pupil'.

However, the school governors will examine the evidence to ensure that a wide range of strategies have been tried and failed to affect a positive change in the bullying behaviour of the particular pupil and the school in general. .

10. Strategies to Reduce Bullying

The school has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour including:

- co-operative group work;
- the 'No Blame Approach'
- Year 6 monitoring;
- buddy systems;
- PSHE programme;
- drama workshops;
- restorative approaches;
- Circle Time;
- Wishes and Worries boxes;
- friendship stops;
- social and emotional aspects of learning;
- training for all members of staff on anti-bullying policy and strategy.

11. Confidentiality

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Safeguarding procedures must be followed when any disclosures are made. It is very rare for a pupil to request absolute confidentiality. If they do, in situations other than those involving child protection issues, staff must make a careful judgement whether or not a third party needs to be informed. This judgement will be based upon:

- the seriousness of the situation and the degree of harm that the pupil may be experiencing;
- the pupil's age, maturity and competence to make their own decisions.

Where it is clear that a pupil would benefit from the involvement of a third party, staff will seek consent from the pupil to do this. If appropriate, staff might inform the third party accompanied by the pupil. Unless clearly inappropriate, pupils will always be encouraged to talk to their parent/carer.

An underlying principle in supporting pupils in our school is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously.

Although the school cannot guarantee confidentiality, pupils will be informed of national and local help lines, if appropriate, where confidentiality can be maintained.

For further information please refer to our school's Safeguarding Policy.

12. Monitoring Arrangements

This policy will be evaluated and updated where necessary bi-annually by the whole school. The views of pupils, parents and staff will be used to make changes and improvements to the policy on an ongoing basis.

NOTE: This may initially show a rise in bullying due to awareness being raised.

The senior leadership team and governors will, on a bi-annual basis, analyse the school's anti-bullying data, identify trends and evaluate the effectiveness of anti-bullying strategies.

Policy Review: October 2015

Member of staff responsible: N. Maycock

Signed:

(Chair of Governors)

**Date; October 2015
Review date: October 2017**

Guidance for pupils

If you are being bullied:

- ✓ remember it is not your fault;
- ✓ try to stay calm and look as confident as you can;
- ✓ be firm and clear, look the bully in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied:

- ✓ all bullying is wrong and you do not have to stay silent about it;
- ✓ tell an adult, or someone you trust, about what has happened straight away - adults in school have a responsibility to give you help and support in any matter involving bullying;
- ✓ if you are scared to tell a teacher or adult on your own, ask a friend to go with you;
- ✓ keep on speaking and telling trusted adults until someone listens and does something to stop the bullying.

When you are talking to an adult about bullying be clear about:

- ✓ what has happened to you;
- ✓ how often it has happened;
- ✓ who was involved;
- ✓ who saw what was happening;
- ✓ where it happened;
- ✓ what you have done about it already.

If you experience bullying by mobile phone, text messages or e-mail:

- ✓ don't retaliate or reply;
- ✓ save the evidence - do not delete anything;
- ✓ make sure you tell an adult whom you trust;
- ✓ never give your passwords away;
- ✓ be careful who you give your mobile phone number or e-mail address to;
- ✓ make a note of exactly when a threatening message was sent;
- ✓ contact your service provider or look at their website to see where to report incidents.

People who can help you when you are not at school:

ChildLine. Please phone **0800 1111 free** if you are feeling very sad or upset or you feel you are in danger because things are happening in your life that you cannot control.

This phone line is free and someone will talk to you during the day or night because they have a 24-hour helpline for children in distress or danger.

www.childline.org.uk

Thinkuknow

If you receive something online or on your phone that makes you sad or uncomfortable or even frightened, try this website to find out what's good, and what's not and what you can do about it. There is a lot of information for you and some fun games too.

www.thinkuknow.co.uk

Kidscape

Has courses for bullied children, a helpline for parents of bullied children and books, videos, free booklets and leaflets about stopping bullying, these things are in many different languages. They also provide training for professionals.

Tel: 020 7730 3300

www.kidscape.org.uk

Beatbullying Tel: 0845 338 5060

www.beatbullying.org

Bullying Online

www.bullying.co.uk

Guidance for parents/carers

If your child has been bullied:

- ✓ talk calmly with your child about his/her experiences;
- ✓ make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened;
- ✓ reassure your child that he/she has done the right thing to tell you about the bullying; explain to your child that should any further incidents occur he/she should report them to an adult in school immediately;
- ✓ make an appointment to see your child's class teacher;
- ✓ explain to the teacher the problems your child is experiencing.

When talking with members of staff about bullying:

- ✓ try to stay calm and bear in mind that the staff member may have no idea that your child is being bullied or may have heard conflicting accounts of an incident;
- ✓ be as specific as possible about what your child says has happened, give dates, places and names of other children involved;
- ✓ make a note of what action the school intends to take;
- ✓ ask if there is anything you can do to help your child or the school;
- ✓ stay in touch with the school and let them know if things improve as well as if problems continue.

If you are not satisfied:

check with the school anti-bullying policy to see if agreed procedures are being followed;

- ✓ make an appointment to discuss the matter with the Head teacher and keep a record of the meeting;

if this does not help, write to the Chair of Governors, Mrs E. Newman, (care of the school) explaining your concerns and what you would like to see happening;

if you require any further support then please contact the Local Authority.

If your child is displaying bullying behaviour towards others:

- ✓ talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy;
- ✓ discourage other members of your family from bullying behaviour or from using aggression or force to get what they want;
- ✓ show your child how he/she can join in with other children without bullying;
- ✓ make an appointment to see your child's class teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/her bullying others;
- ✓ regularly check with your child how things are going at school;
- ✓ give your child lots of praise and encouragement when he/she is co-operative or kind to other people.

If your child is experiencing any form of cyber-bullying:

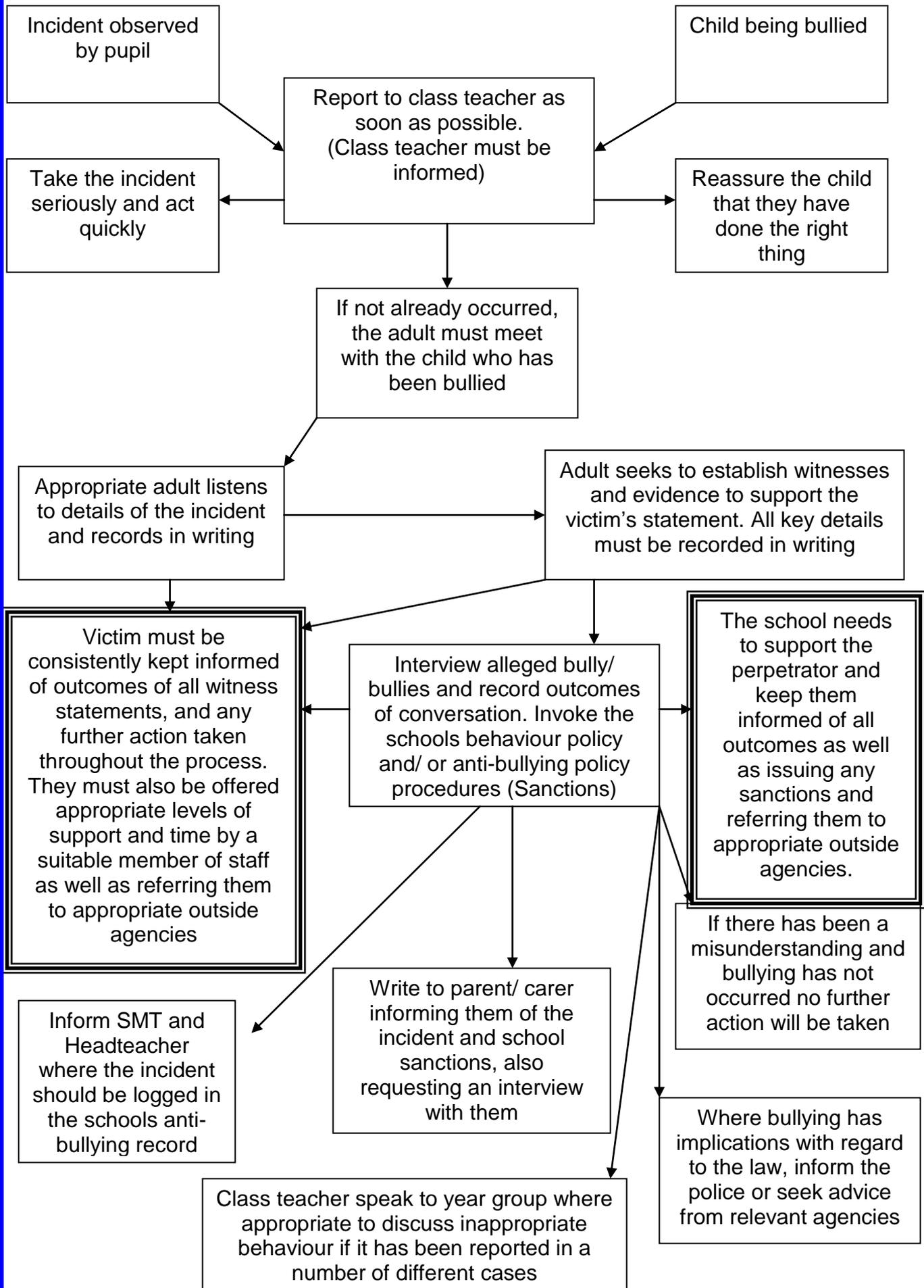
- ✓ ensure your child is careful to whom they give their mobile phone number and e-mail address;
- ✓ check exactly when a threatening message was sent and keep evidence of offending e-mails, text messages or online conversations - **do not delete messages**;
- ✓ if the bullying involves a pupil from school contact the school to report this;
- ✓ contact the service provider to report the incidents;
- ✓ if the cyber-bullying is serious and a potential criminal offence has been committed, you should consider contacting the police.

Further support and advice is available for parents through the school anti-bullying help leaflets available from the office:

Bullying..... help and advice for parents and carers

***A list of helplines and support organisations is also available from the office.
(see appendix 2)***

Appendix 1. Anti-Bullying Immediate Response Chart



Appendix 2

Organisations Offering Support

Foxmoor School does not necessarily endorse all the views expressed by these organisations.

Kidscape

Provides training for professionals, courses for bullied children, a helpline for parents of bullied children and books, videos, free booklets and leaflets about the prevention of bullying, many in several languages.

Tel: 020 7730 3300

www.kidscape.org.uk

ChildLine

Offers a free, 24-hour helpline and counselling service for children in distress or danger.

Tel: 0800 1111

www.childline.org.uk

Parentline Plus

Offers help and support through a range of free, flexible and responsive services by working for and with anyone who is parenting a child.

Tel: 0808 800 2222

www.parentlineplus.org.uk

Beatbullying

Aims to reduce and prevent the incidence and impact of bullying by devising anti-bullying strategies for young people by young people.

Tel: 0845 338 5060

www.beatbullying.org

Bully Free Zone

Provides a peer mediation service, written and telephone advice, and provides training for children and young people, parents, teachers, youth workers and other professionals.

Tel: 01204 454958

www.bullyfreezone.co.uk

Bullying Online

Provides an email service for children and young people as well as online help and information, for schools as well as pupils.

www.bullying.co.uk

Children's Legal Centre

Provides legal advice, information, assistance and representation to children, parents/ carers and professionals working with children.

Tel: 0800 7832 187

www.childrenslegalcentre.com

Anti-Bullying Alliance - ABA

Brings together over 60 organisations into one network with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

Tel: 020 7843 1901

www.anti-bullyingalliance.org.uk

Act Against Bullying

A national charity which highlights new forms of bullying, particularly bullying through social exclusion.

Tel: 0845 230 2560

www.actagainstabullying.com

Actionwork

A multimedia organisation that uses film, theatre and other creative arts to explore and tackle issues that affect young people, in particular bullying.

Tel: 01934 815163

www.actionwork.com

Advisory Centre for Education

Advice line for parents on all procedural matters concerning schools.

Tel: 0808 800 5793

www.ace-ed.org.uk

National Society for the Prevention of Cruelty to Children – NSPCC

NSPCC aims to end cruelty to children. Works with children and families, as well as influencing public policy and attitudes.

Tel: 0207 825 2500

www.nspcc.org.uk

Commission for Racial Equality

A publicly funded, non-governmental body set-up under the Race Relations Act 1976 to tackle racial discrimination and promote racial equality.

Tel: 020 7939 0000

www.cre.gov.uk

Mencap

Mencap fights for equal rights for people with learning disabilities and their families and carers, and provides housing and employment support.

Tel: 020 7454 0454

www.mencap.org.uk

National Autistic Society

Champions the rights and interests of all people with autism and seeks to ensure that they and their families receive quality services appropriate to their needs.

Tel: 0845 0704004

www.autism.org.uk

Educational Action Challenging Homophobia – EACH

Established to challenge homophobia in education.

Tel: 0808 1000143

www.eachaction.org.uk

The Samaritans

Tel: 08457 909090

www.samaritans.org

Diana Princess of Wales Memorial Award for Young People

The Diana Anti-bullying Award is open to primary schools, secondary schools and youth organisations.

Tel: 0845 3372987

www.diana-award.org.uk