

FINSTALL FIRST SCHOOL

ANTI-BULLYING POLICY

PERSON RESPONSIBLE – Head Teacher

DEFINITION

Bullying is deliberately hurtful behaviour, repeated over a period of time. The three main types of bullying are:

- Physical – Hitting, kicking, pushing, biting, theft;
- Verbal – Teasing, name calling and jokes – particularly if these relate to race, gender, disability, ethnic or national origin, sexual orientation, political or religious beliefs;
- Indirect – Spreading rumours, deliberately leaving a child out of group play / activities or not talking to them on a consistent basis, emotional manipulation of peers.

Younger children tend to be more likely to use aggressive behaviour towards each other. However, not all aggression is necessarily bullying.

We are also aware that there is an increasing possibility of “cyber-bullying” through opportunities for children to make unkind comments about others via text or on social networking sites.

Tackling bullying is one part of making the school a happy place for everyone.

AIMS

We continually strive to achieve our Vision Statement, “We care, we share, we learn and achieve,” by aiming

- To provide a positive, safe and happy learning environment in which everyone is inspired and empowered to achieve the highest standard of which they are capable in all aspects of their life.
- To recognise, accommodate and support the needs of all individuals.
- To help everyone to make appropriate choices through praise, encouragement and by leading through example.
- To treat everyone with respect, encourage self respect, listen to and value everybody’s opinions, contributions and ideas.
- To provide a broad, balanced, stimulating curriculum in which all progress is recognised, developed and celebrated.
- To provide an open school that promotes health and well being and continually develops effective partnerships with parents and the wider community.
- To ensure that effective leadership and management enables us to continually improve all aspects of our school through systematic, rigorous self evaluation.
- To make school fun for everybody.

We aim to create a secure, caring, friendly school environment in which all forms of bullying are strongly discouraged and where incidents of bullying are dealt with immediately and effectively.

OBJECTIVES

1. To support both the victims and the perpetrators of bullying.
2. To teach in Personal, Social, Health and Economic Education (P.S.H.E.E), and during our Annual Anti-bullying Week," that bullying, in all its forms, is wrong and is an unacceptable form of behaviour.
3. To help children work out their own strategies to deal with bullying so that they are better equipped to respond appropriately, both if they themselves are bullied and also if they know that someone else is being bullied.
4. To ensure that all stakeholders of the School (Staff, parents and especially children) work collectively to combat bullying. Pupils are actively encouraged to look out for each other and to tell staff if they see incidents of bullying or general poor behaviour.
5. That members of staff will take all reports of bullying seriously, will encourage children (victims and bystanders / witnesses) to disclose bullying as a priority and act accordingly.
6. That when bullying is disclosed the member of staff will listen in a non-judgemental way to the child's story and talk through the range of strategies which both the child and the teacher could adopt to reach a cessation of bullying.
6. That when incidents of bullying have been confirmed, all members of staff (especially lunchtime and playtime supervisors) are informed. The Head Teacher will ensure that the parents of both the victim and the perpetrator are informed.
7. That all reports of bullying will be recorded in the Incidents of Bullying Book, which is stored in the Head Teacher's office. A School Behaviour Log will be used to record all other incidents of poor behaviour in School. The Head Teacher will be responsible for monitoring entries in the Incidents of Bullying Book and the School Behaviour Log.
8. To provide a "Communication Box" for children in each class so that an individual can anonymously alert staff to problems.
9. In cases of bullying, staff will also administer the sanctions laid down in the Whole School Behaviour policy and, in particular, will follow the procedures laid down in Appendix A of the Whole School Behaviour Policy, "Dealing with incidents of bullying or repeated incidents of a physical or harmful nature."
10. Complaints will be dealt with in accordance with the Complaints Policy.
11. We will foster non-judgemental attitudes amongst the children, staff and parents.

Times at which children are most at risk from bullying

We have identified the times when pupils are outside the classroom as the most likely time for bullying to occur. Our Whole School Behaviour Policy addresses the issue of supervision. It is not our aim to directly supervise all pupils for 100% of their time in school but all members of staff have specific responsibilities for the well-being of pupils at various times of the day. This includes responsibility for pupils as they transfer from one teaching session to another and as they prepare for lunch and at the end of the school day.

Other useful documents

"Bullying – don't suffer in silence" – An anti-bullying pack for schools (DFE)
"Supporting Schools against Bullying" – The second SCRE Anti-bullying pack
"Bullying" – Services to Schools Division – Worcestershire CC
Whole School Behaviour Policy"
ICT Acceptable Use Policy

This policy was approved by the Governing Body on 18/10/18
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Review date – October 2019

Governor responsible: Juliette Fleming
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