

ANTI-BULLYING POLICY

Adopted by the Governing Body:	Nov 2016
Review date:	Nov 2017

Rationale

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Definition

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as: 'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally.'
(DCSF 2007)

Bullying can take a number of forms, the most common of which are:

1. **Physical bullying** – involves physical actions such as punching, kicking and any form of violence. This type of bullying can seriously hurt the victim physically and mentally.
2. **Indirect bullying** – involves deliberate exclusion, being unfriendly, and tormenting (hiding bags or books).
3. **Verbal** – this affects the victim's mind and emotions. This involves name-calling, teasing, threats, sarcasm, and spreading rumours.
4. **Extortion** – demanding money, mobile phones and other possessions.
5. **Gestures** – the use of an implied threat of more physical violence. It can also be used to convey embarrassing sexual or racist connotations.
6. **Cyber-bullying** – this includes all areas of Internet misuse or other digital communication devices. It includes nasty or threatening text messages or emails, misuse of blogs, Internet chat rooms and instant messaging services.

Top tips to prevent cyber-bullying

1. Always tell someone you trust what is happening.
2. You may need to tell the local Police. It is against the law to make a call or send a text or email that is abusive or threatening, or to keep sending messages that will annoy someone or make them anxious.
3. Never reply to the bully or send an even nastier message back. Often bullies will send a message to get a reaction so don't respond to it.
4. Keep and save messages.
5. Don't give out your personal details online. If you don't recognise a number, caller ID or an email, get an adult to check it later.
6. Don't forward abusive texts, emails or images to anyone. You could be breaking the law just by forwarding them.
7. Don't ever give out passwords to your mobile or email account.
8. Contact the Service Provider to tell them about the bullying. They may be able to track the bully down.
9. Use blocking software – you can block instant messages from certain people or use mail filters to block emails from specific email addresses.
10. Remember you need to be 13 years old to have a Facebook page!
11. Privacy settings must be set to the highest level
12. REMEMBER THAT SENDING ABUSIVE OR THREATENING MESSAGES IS AGAINST THE LAW.

Signs

Pupils 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.

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social Development.
- To show commitment to overcoming bullying by practising zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes that will be required to achieve the above aims.
- To help all pupils to become confident, individual, respectful and understanding of others.
- We make every effort to make sure that we engender a no blame culture where everyone is listened to sympathetically and fairly.

Procedures

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff who has been approached will deal with the incident immediately.
- A clear account of the incident will be recorded and given to a member of the Senior Management Team (Deputy Head, Head Teacher).
- The member of the SMT involved will interview all concerned and will record the incident.
- Class teachers will be kept informed.
- Parents will be kept informed.
- Sanctions/counseling/anger management/mentoring/Pastoral Support Planning will be used as appropriate and in consultation with all parties concerned in accordance with school policy.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil.

- Offering continuous support.
- Restoring self-esteem and confidence.
- Providing the child with a trusted member of staff to act as personal mentor.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrongdoing and need to change.
- Informing parents/carers to help change the attitude of the pupil.
- Understanding the nature of the incident and appropriateness of the actions the schools takes as a result.

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. External visits from Stay Safe Workshops and the NSPCC also support the curriculum and raise awareness further.

Our Anti-Bullying Charter at the end of this policy lists the different people you can talk to.

Staff Responsibilities:

- To be vigilant in identifying the signs of bullying and a bullied child.
- To remain calm and non-judgmental. To promote a no blame culture which gives all members of the school community the freedom and confidence to talk openly about their experiences.
- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible.
- To take appropriate action, or refer the matter to the Headteacher for further action.
- To record and inform parents of bullying incidents.

- To promote the use of a range of teaching and learning styles and strategies which challenge bullying.
- To foster by example the values we as a school believe in.
- To promote the use of interventions which are least intrusive and most effective.
- To record incidents of bullying in the detention book file (which will be reviewed at appropriate intervals for evidence of repeated poor behaviour).

Monitoring, Evaluation and Review

This policy was reviewed and amended in November 2016 with the School Council.

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Fowey Primary School Anti-Bullying Charter

Fowey Primary School has a 'zero tolerance' policy to bullying. Any instances of bullying are taken seriously and dealt with quickly. We are also a telling school. There are lots of people you can talk to if you are worried about bullying. They can then do something to help stop it.



Help from people outside of school:

- Childline: 0800 1111
- Anti-Bullying Cornwall: 01209 202696
- The Samaritans: 08457 909090
- British Telecom Nuisance Call Adviser: 0800 800 150
- www.childline.org.uk
- www.antibullying.net
- www.stoptextbully.com

What can we do to help everyone at Fowey Primary enjoy their time at school?

- Be kind to everyone
- We are all unique – we should celebrate our similarities and differences
- Be yourself – believe in yourself
- Have you said something kind today?
- Remember to ask if you want to borrow something
- We learn by our mistakes – remember to be supportive
- Be honest if you see something that isn't right

“We are a telling school!”