



Federation of Beckwithshaw & Kettlesing Felliscliffe Primary Schools & Ripley Endowed CE Primary School

Anti-Bullying Policy

Document Status			
Date of Next Review	Summer 2022	Responsibility	<i>Full Governors</i>
Responsibility			<i>Rachel O'Brien Rose Gosling</i>
Date of Policy Creation Autumn 2013	Adopted LA written model	Responsibility	<i>Chair of Governors</i>
Date of Policy Adoption by Governing Body 11 th July 2019		Signed	
Method of Communication: Notice Board			

Rationale

The Federation of Beckwithshaw and Kettlesing Felliscliffe Primary Schools and Ripley Endowed CE Primary School believe that all governors, staff, pupils and parents should have an understanding of what bullying is and how our schools will address issues.

It is important to us that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We positively promote good behaviour and it is made clear that bullying is a form of anti-social behaviour that will not be tolerated.

What is Bullying?

At the Federation of Beckwithshaw and Kettlesing Felliscliffe Primary Schools and Ripley Endowed CE Primary School the definition of bullying is:

Bullying is any deliberate, hurtful, frightening, threatening behaviour by an individual or a group towards other people. It is persistent, is one sided and happens on purpose. It encompasses all forms of communication.

Bullying behaviour includes:

- **Physical:** hitting, kicking, spitting, pushing, pinching, and throwing stones or any other forms of violence.
- **Verbal:** name calling, swearing, spreading rumours, threats, teasing. This may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- **Emotional:** being unfriendly, excluding, tormenting, ridicule and humiliation.
- **Cyber-bullying:** texting, emailing, social networking.
- **Damage to property, or theft:** pupils may have their property damaged or stolen.

Aims

- To promote the well-being of all pupils and staff in a safe and secure environment;
- To ensure all governors, staff, pupils and parents have an understanding of what bullying is;
- To ensure all governors, staff, pupils and parents are aware of this policy and know what they should do if bullying arises;
- To have a consistent approach for dealing with incidents of bullying.

Procedures

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses individually;
- Identify the suspected bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated;
- Where appropriate, hold a meeting with the suspected bully and victim. Ensure that the bully understands the consequences of their behaviour and takes responsibility for repairing the harm;
- If the bully owns up then sanction procedures outlined in the Behaviour Policy will be followed;
- Incidents of bullying are recorded in the School Incident Log and kept in the head teacher's office;
- Keep an informal log of any incidents if there are concerns;
- Allow children time to sort things out;
- Support & empower children to resolve the conflict & understand their role in the issues;
- Establish an agreement between the children when needed;
- Inform parents/carers;
- Follow up with further discussions with individuals as and when appropriate;
- When necessary support children individually or together;
- If the incidents persist and are causing a health and safety issue then the head teacher could instigate exclusion procedures.

Prevention Strategies

- Anti-bullying week;
- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyber bullying;
- Children participate in role play work in class as part of PSHE and SEAL;
- Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricula themes, drama, story writing and literature;
- Positive behaviour reinforcement at individual, class and whole school level;
- Good quality role models;

- Children & parents have a good knowledge of the procedure/policy;
- Children have a clear understanding of their rights & responsibilities;
- E-safety frequently discussed and taught;
- Use of Play Leaders and buddies;
- Adults to deal with a situation immediately, even if minor. Talking to the children may prevent the situation escalating.

The Role of Governors

- The governing body supports the head teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately;
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the head teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school's anti bullying policy;
- If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the head teacher. If they are still concerned, they should contact the governing body via the school office.

The Role of the Head Teacher

- It is the responsibility of the head teacher to implement the school Anti-bullying Policy, and to ensure that all staff (teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request;
- The head teacher ensures that all children know that bullying is unacceptable behaviour;
- The head teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying;
- The head teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

The Role of all Staff

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place;
- All adults deal with situations quickly to prevent situations escalating;
- All adults to follow up what they have said e.g. monitoring the pupils involved, follow up discussions etc.;
- Teachers are responsible for recording of all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the head teacher;
- There is an *incident log* in which staff record all incidents of bullying that occur both in and out of class. The school also record incidents that occur near the school, or on the children's way between school and home, that we are aware of. All adults who witness an act of bullying should record it in the log. This will be kept in the head teacher's office;
- When any bullying taking place between members of a class, the teacher will deal with the issue immediately, in accordance with the above procedure;

- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

The Role of Parents

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

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard;
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.;
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your discussion will be taken seriously and appropriate action will follow;
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully. Please inform school immediately and we will deal with it following the school procedures;
- It is important that you advise your child not to fight back. It can make matters worse;
- Tell your child that it is not their fault that they are being bullied. Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately;
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The Role of Children

What can children do if they are being bullied?

- Remember that your silence is the bully's greatest weapon. Tell yourself that you do not deserve to be bullied and that it is wrong;
- Be proud of who you are. It is good to be individual;
- Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear;
- Stay with a group of friends/people. There is safety in numbers;
- Be strong inside – say "No!" Walk confidently away. Go straight to a member of staff;
- If you are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them;
- Fighting back may make things worse – don't do it;
- Generally it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you;

What do you do if you know someone is being bullied?

- Take action! Tell someone! Teachers will deal with the bully without getting you into trouble;
- Do not take direct action yourself;

