



The Federation of the Church Schools of
Shalfleet and Freshwater & Yarmouth

Together for a Brighter Future

Anti Bullying Policy

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Signed _____ Date _____

This policy should be read in conjunction with:

Child Protection and Safeguarding Policy

Child on Child Abuse Policy

ANTI-BULLYING POLICY

LEGISLATION

As a Federation we are committed to providing a warm, friendly and disciplined atmosphere in which every child is valued, challenged and fully developed. We aim to provide an ethos of good behaviour where pupils treat one another and the school staff with respect, creating an inclusive environment. Pupils can openly discuss bullying without fear of discrimination and are not afraid to challenge and stand up for what they know is right. We promote a safe and calm community that is free from disruption and in which learning is the primary focus. We promote equality and ensure safeguarding for all and provide the opportunities that will allow each student to achieve success in as many aspects of their school life as possible. The Equality Act 2010 provides for a Public Sector Equality Duty which requires public bodies, including schools, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity
- Foster good relationships between people. The measures taken by schools with regard to behaviour and bullying prevention **MUST** be communicated to all staff, parents and pupils.

DEFINING BULLYING

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms including:

- Verbal e.g. name-calling, threatening harm, repeated teasing
- Physical e.g. hitting, kicking, scratching, hair pulling
- Ignoring or excluding
- Turning friends against the victim
- Cyber bullying via texts or the Internet
- Sending nasty notes

Bullying can be motivated by prejudice against particular groups on grounds of religion, race, gender, physical characteristics, disability or because a child is adopted or in the care system. Stopping violence is obviously the school's first priority but emotional bullying can be even more damaging and schools must act on this quickly.

AIMS OF THE POLICY

The governors and staff at the Federation of the Church Schools of Shalfleet and Freshwater & Yarmouth Primary Schools are committed to providing and encouraging a caring and secure environment where all pupils can learn and develop in order to prepare them for adult life. In order to do this it is vital that pupils, parents, staff and Governors are aware of what is considered unacceptable behaviour within our school, what procedures and strategies are in place to deal with incidents of bullying and how the methods intended to keep our pupils safe are monitored.

THE DEVELOPMENT OF OUR POLICY

This policy is based on our School Behaviour Policy and the evaluation of information and evidence gained from pupils, parents and staff through questionnaires, discussions in class and in assemblies and from other sources of help such as the DFE publication "Prevention and Tackling Bullying". It aims to outline the

school's preventative strategies and procedures in cases of bullying. The effectiveness of this policy and how the school could improve its monitoring of pupil behaviour is assessed through regular use of the questionnaire, discussions and talks in school assemblies, the Junior Leadership Team, the work of the ELSAs, the confidential post-box and contact with parents and governors.

PREVENTATIVE STRATEGIES

The main ways to prevent bullying are to create an ethos of good behaviour where pupils treat each other and school staff with respect, and to teach children about the importance of understanding and tolerating differences between people. This may be done in discrete PSHE lessons and school assemblies or in class in order to respond to specific situations. We also believe it necessary to regularly teach about the dangers of cyber-bullying.

Other strategies to prevent bullying are:

- Proactively seeking to celebrate success to create a positive school culture
- Positive behaviour is encouraged and expected at all times. It is also recognised and fostered by our reward system.
- Personal Development lessons provide opportunities to explore bullying as a topic.
- Teaching methods employed encourage co-operative work inside and outside the classroom.
- Extra-curricular activities provide opportunities for encouraging better co-operation and understanding between children.
- E-Safety across the school and via Assemblies to include safe practice involving the use of on-line chat rooms /social networking sites and mobile phones.
- During Anti-Bullying Week in November the whole school spends time considering the current theme. This is delivered through assemblies, displays and classroom-based activities using age-appropriate activities.
- The Pupils' Code of Behaviour and Values are displayed in each classroom and around the school and all pupils are aware of what is deemed acceptable and unacceptable behaviour.
- Years 1 to 6 have elected Junior Leadership Team members who can convey pupil ideas and suggestions for creating a caring and stimulating learning environment.
- A child-friendly confidential post-box is provided for pupils to write their concerns directly.
- Benches have been provided near the playgrounds for pupils wishing to sit and not play.
- When the weather permits, playground and field games are available at lunchtime and playtime which encourage co-operative play.
- Staff encourage children to report bullying and create a positive and safe environment where pupils' concerns can be expressed and problems solved without fear of victimisation.

PROCEDURES FOR DEALING WITH BULLYING

The Headteacher is informed of all cases of bullying that occur. Cases of bullying are always dealt with by a senior member of staff. Parents of both parties will be contacted if the Headteacher feels it is necessary. Disciplinary measures must be applied fairly, consistently and reasonably, taking into account the needs of vulnerable pupils. It is important to consider the motivations behind the bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. The consequences of bullying behaviour must reflect the seriousness of the incident so that the children see that bullying is unacceptable and punishable.

Sanctions

These sanctions will depend on a variety of factors but must be applied consistently and fairly. In all cases the sanctions will include an apology to the victim, either in written or verbal form depending on the wishes of the victim.

They may include:

- Detention - Being kept in at playtime/lunchtime for a fixed period

- Being prevented from taking part in a treat
- Involvement of parents
- Short-term fixed exclusion - Involvement of Community Support Officer (in serious cases)
- Sessions with the ELSA or the Family Services Manager to enable the perpetrator to understand the consequences of their behaviour and to develop strategies to prevent the behaviour happening again.

BULLYING OUTSIDE SCHOOL

Head teachers now have a legal obligation to try and regulate pupils' conduct when they are not on school premises. Bullying outside school will be investigated and acted upon. In these cases the parents of victim and perpetrator will be involved as may members of the local community e.g. local church leaders, mosque leaders, Community Support Officer.

RECORDING AND REPORTING INCIDENTS

The Head teacher has a duty to record and report incidents of racism to the Local Authority. The Federation records incidents of poor behaviour and bullying in a Behaviour Log via the CPOMS system. This log can be used to detect any patterns of bullying towards or by a particular pupil. The Head teacher must decide when to report an incident of bullying to the Police or other authorities depending on the seriousness of the incident and other circumstances. The Head teacher will also need to decide if there is a need to involve other external services to support the child.

INVOLVEMENT OF PUPILS AND PARENTS

The school will ensure that ALL pupils are involved in preventing and tackling bullying. Pupils will be made aware that they can help to tackle bullying if they report incidents that they have seen or have been made aware of. If they do not report incidents pupils need to be aware that they can actually contribute towards bullying. Parents will be made aware of the content of the school's Anti-Bullying Policy and we hope that they will feel confident that the school will take any complaint of bullying seriously and that it will be dealt with. The school in turn will expect the parents to reinforce at home the importance of good behaviour and to support any sanctions the school may give to a perpetrator of bullying. It is an expectation for all children to support the ethos of antibullying and bystander apathy (a person's failure to act when seeing a bullying act) is totally unacceptable and will be sanctioned appropriately.

MONITORING AND ACCOUNTABILITY

The school must be able to demonstrate the impact of its Anti-Bullying Policy. In order to do this, the school will monitor and evaluate the policy regularly. All pupils will be asked to complete questionnaires regularly. The results of these will be analysed and compared with previous years. Records of any bullying incidents will be reviewed in order to monitor and assess any increase in frequency or type of bullying being reported. Parents are encouraged to report immediately any concerns they may have about behaviour. Parental questionnaires will be given when the Head teacher requires a formal review of the views of parents, which will be completed annually.