



Anti-Bullying Policy

January 2021

Rise to the Challenge

Anti-Bullying Policy

Responsibility of:	Curriculum Committee
Authorised by: <i>Chair of Committee</i>	
Adopted by Governing Body: <i>Date of FGB meeting</i>	27 th January 2021
Authorised by: <i>Chair of Governors</i>	Mark Neale
Review date:	Spring 2024

This policy has been developed in conjunction with the Leicestershire Anti-Bullying Team and has been modified in light of local and national advice and current good practice. This policy applies to all members of the school community, regardless of gender, age, background, attainment, disability, ethnicity or religion.

What do we mean by bullying?

Bullying arises from a wish to hurt, threaten and frighten someone else with intent, often repeated regularly and not a series of 'one-off' events. It can be:

- physical, involving pushing, pinching, hitting or kicking.
- verbal, involving name-calling, teasing, taunting or threatening/blackmailing.
- silent, involving the isolation of the victim by ignoring him or her, or by excluding him or her from group activities.
- emotion, hurting feelings.
- deliberate damage to the victim's property, or taking that property without permission.
- sexual, rude comments, touching when you don't like it.
- cyber, nasty texts, emails.
- homophobic, improper use of the word gay.

The following well-known rhyme is misleading about the nature of bullying.

Sticks and stones may break my bones (TRUE)

But words will never hurt me (UNTRUE)

Physical assault to varying degrees of severity is distressing but verbal abuse is also painful. Name calling, teasing and taunting is emotionally bruising and can include both racial and sexual harassment.

The weapons of the bully are also threat and fear.

For children:

We say that bullying happens when these things happen Several Times On Purpose. We use the acronym STOP to help the children remember this.

So that incidents can be reported anonymously, a “Worry Box” is located in the library with pupil report forms.

Additionally, the STOP acronym is used to help children remember what they should do – Start Telling Other People.

All children are regularly given a child-designed leaflet which gives them information about bullying.

We continue to publicise the policy by the following notice in all the classrooms:

Bullying

We do not allow or tolerate bullies in our school.

What is a bully?

A bully is someone who often picks on you either upsetting or frightening you. They may hurt you, call you names, take things from you or try to make you do things you do not want to do. When is it bullying?

Several

Times

On

Purpose

What to do if you think you are being bullied:

1. *Tell someone about it. (Your teacher, parents, write a note for the "Worry Box", another grown up or a friend)*

Start

Telling

Other

People

2. *Remember if you keep quiet the bully wins!*

3. *Try not to be on your own.*

What to do if you see someone else being bullied (don't be a bystander):

1. *Tell a grown up.*
2. *Make sure your teacher knows what has happened.*
3. *Write a note for the "Worry Box".*

We do not want any bullies in our school.

We keep hands, feet, objects and unkind words to ourselves.

If everyone followed this rule, there would be no bullying in our school.

We will talk about this in assemblies and class lessons and teachers will follow this up with their classes.

For Parents

If you think your child is being bullied, let us know at school. There are report forms under the Visitors Book.

You can also help your child by:

- Telling them they do not deserve to be bullied.
- If they are different in some way help them to be proud of it. It is good to be an individual.
- Help them to be positive - to walk and act confidently even if they don't feel that way inside.
- Don't encourage children to fight back. This quite often makes things worse.
- Encourage them to tell someone what has happened straight away.
- Take an active interest in your child's social life. Discuss friendships, how lunchtimes are spent, and their journey to and from school.

What we will continue to do:

- Listen to the genuine concerns of children.
- Organise the school to minimise opportunities for bullying.
- Help children to learn the proper ways of behaving towards each other.
- Make sure the children know this policy.
- Deal quickly, firmly and fairly with incidents in an appropriate manner for each individual case.
- Involve parents when this is necessary.
- Support the victim and bully by continual monitoring of their behaviour.
- Where necessary, increase their self-esteem.
- Involve support from outside agencies including the Behaviour Support Team and the Educational Psychology Service.
- Supervise the children at all times.

Reactive Procedure

When there is an incident of bullying this procedure is followed:

- We will take every incident seriously.
- All parents/guardians will be informed of the procedure.
- Incidents will be recorded on the School Bullying Form as soon as possible after the incident has been reported by the staff member recording the information; and, where appropriate, Parent and Pupil forms may be completed. (Appendix B)
- The Head Teacher will gather information from everyone involved including any adults and bystanders. Based on this evidence and the child's particular circumstances, the Head Teacher will decide what action is to be taken.

The Head Teacher will employ a variety of consequences including:

In-school discussion with parents

- Kept in at break or lunchtime

- Withdrawal from after school clubs
- Sent home at lunchtime
- Short term/long term exclusion
- Permanent exclusion

This policy will be consistently applied by all staff. If bullying continues the consequences will be escalated.

Conclusion

There is no place in school life for bullying. It does not sort itself out. Teachers, children, parents and governors need to work together to make school life happy and secure.

The School Council have contributed to and discussed this policy.

The policy is reinforced with the teaching and non-teaching staff at the beginning of the school year at the Teacher Day meeting. Additionally, at this meeting, staff are alerted to vulnerable groups of children, e.g. children on the SEN record.

Pupils may see failure to respond to incidents or allegations as tolerating bullying.

There are certain times and places when bullying is more likely to take place: at the start and end of the day; movement around the school; and at break times. The school has identified these potential 'hot spots' and has monitoring procedures in place. All relevant staff receive appropriate training to ensure they are alert to all signs of bullying and act quickly and firmly.

Foxton School has a responsibility to ensure children are able to feel safe at school and not fearful of being bullied.

Pro-active strategies to raise awareness of bullying issues, the feelings involved and to prevent children from becoming bullies include specific PSHE lessons, assemblies, Circle Time, R-Time and an Anti-Bullying Week is held each year.

An individualised programme of work may be used for victims or potential victims to help.

There is a collective responsibility to report all incidences of bullying.

As part of our Policy Review Schedule this policy is reviewed every three years. Children, parents, staff and governors will all be involved in the review by being asked to comment on a copy of the policy.

The policy will be monitored by termly reports given to governors by the Head Teacher, of the number of incidences reported.

School Form



Incident Reported to:
Incident Reported by:

Date of Incident:	Time of Incident:
Date of Report:	Time of Reporting Incident:

Physical		Emotional		Cyber	
Verbal		Deliberate Damage		Homophobic	
Silent		Sexual		Threatening	

Description of Incident:
Action Taken:

Contact/Involvement with the victim's parents? Yes No

Contact/Involvement with perpetrator's parents? Yes No

Recorded in Incident Book: Yes No

Pupil File: Yes No

Signed: Date:



Parent Form

Incident Reported to (staff name):

Date of Incident: **Time of Incident:**

Description of Incident:

Action Taken:

Signed: Date:

School to complete

Date of feedback to parent:					
Comments:					
Physical		Emotional		Cyber	
Verbal		Deliberate Damage		Homophobic	
Silent		Sexual		Threatening	

Recorded in Incident Book:

Pupil File:

Signed: Date:



Pupil Form

Name:	Class:
	Date:

Description of Incident:

Did anyone else see or hear the incident? Yes No
(If possible give names)

Have you told anyone else? Yes No
(If possible give names)

Has anything like this happened before?

(If possible give details, including names and dates)

Why do you think this happened to you?

Signed: