
 <p><b>Shires</b> Multi Academy Trust</p>	<p>With God we grow to live life in all its fullness</p>	
<p><b>Anti-Bullying Policy</b></p>	<p><b>Issued:</b> November 2021</p>	<p><b>Issued by:</b> J Little - Headteacher</p>
<p><b>Policy Number:</b> FPS/0010</p>		

# Feckenham CE Primary School

## ANTI-BULLYING POLICY

<p><b>Date Policy Reviewed:</b></p>	<p>November 2021</p>	
<p><b>Date Approved By Governing Body:</b></p>	<p>25 November 2021</p>	
<p><b>Signed Headteacher:</b></p>		<p>Jeannette Little</p>
<p><b>Signed Chair of Governors:</b></p>		<p>Julie Grieve</p>
<p><b>Review Date:</b></p>	<p>November 2022</p>	

***'Let each of you look not only to his own interests, but also to the interests of others'***

***Philippians 2:4***

## **Our Aim**

All children at Feckenham CE Primary School feel safe and free from the intimidation of others so they can develop socially and academically to their full potential and live life in all its fullness.

## **Policy**

***Head teachers have a legal duty under the Schools Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. DCSF***

This policy is strictly enforced and the steps taken to deal with any alleged incidents are set out for all staff. These steps will involve the class teacher and Headteacher at different levels of the process. In addition, parental involvement will be sought if a problem is not resolved by the initial school procedures.

Children are encouraged to 'tell' if any sign of bullying (persistent and deliberately hurtful behaviour by another party) appears. Parents are asked to contact the school if they have any concerns – which will be taken seriously and action, in proportion to the problem, will result.

Parents will be involved at an early stage in potentially serious or protracted incidents and the Headteacher has the right of exclusion although this should be rare and subject to safeguards in its application.

Bullying in School will not be tolerated. This Policy sets out Guidelines for Staff and Parents at Feckenham Primary School.

## **Definition of Bullying**

Bullying is misbehaviour that goes beyond everyday disputes between children who usually choose to play together.

Bullying is 'repeated intimidation of a person that is intentionally carried out by another person or group in order to cause physical and or emotional hurt'.

Types of bullying – physical, verbal, emotional.

It is persistent, deliberate, involves an imbalance of power, causes distress and is often secretive. It may include threats, shunning, teasing, name calling, interfering with property, racially or sexually offensive remarks/behaviour, incitement to others, ridicule, vandalism and intimidation.

## **Signs of Bullying**

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.

It is possible for a pupil to be unaware that they are being bullied and therefore we ask all children and adults to be vigilant for bullying behaviours.

## **Prevention**

Prevention is the key to ensuring that any incidents that do occur can be more easily recognised and dealt with.

The following strategies will form an integral part of school systems –

1. Weekly revisiting of our school Values and how these create an inclusive and safe school.
2. Assembly themes linked to how we should treat one another.
3. Regular reminders to all staff to be vigilant and investigate any situation that may lead to bullying.
4. Flexible use of play areas to avoid overcrowding and enable easier sight of pupil interactions.
5. Regular discussions with class teachers and pupils about feeling safe.

6. Encouragement to play constructively by the provision of playground resources such as games markings,
7. sponge balls, play equipment and quiet areas.
8. A level of supervision that enables action to be taken immediately.
9. A reporting structure that ensures incidents are dealt with e.g. lunchtime supervisor to class teacher to the headteacher.
10. Opportunities for children to discuss concerns in a supportive environment e.g. Relationships Education lessons including, a specific bullying module and sessions on being assertive in uncomfortable situations.
11. Encouraging all children to report behaviour which they consider to be bullying and specifically involving a possible victim's friend in 'telling'.
12. Pupils being aware of the school rules being consistently applied e.g. children involved in rough play having to miss the immediate or next playtime.
13. Parents are involved on a everyday basis with liaison between home and school encouraged by access to teaching staff at the beginning and end of each day with formal appointments available each term or whenever required.
14. Anti-bullying to be a high-profile message with a dedicated Anti-Bullying week with a poster competition.
15. Involvement of outside agencies e.g. Family Support where school responses are proving ineffective.
16. Monitoring of potential victims/bullies by member of staff, probably the class teacher – this would link with our equal opportunities policy e.g. race, gender.
17. Opportunities to boost self-esteem of pupils by drawing attention to successes following challenge

### **Dealing with individual incidents**

- 1) If staff can resolve the situation under the usual rules because it is a 'one-off' they should do so.
- 2) If staff suspect it may be bullying then they should involve the next level of supervision – lunchtime supervisors, class teacher and Headteacher to decide who is best to deal with it. The Headteacher should also be informed as a central record is held.
- 3) If a child reports an incident it should be taken seriously and immediately investigated.
- 4) If a parent reports an incident it should be taken seriously, investigated and reported on back to the parents.
- 5) A record should be kept by the staff member investigating and other relevant people e.g. child's teacher involved and held by the Head teacher.
  
- 6) If the incident is 'one-off' bullying then the perpetrator must be confronted with their unacceptable behaviour, with the staff member setting out clearly what they did wrong, what they should have done and what they need to do to improve.
- 7) If the victim agrees, and it is appropriate, the child should tell the perpetrator face to face, with the support and presence of a friend and member of staff, that the behaviour was hurtful and they don't want it to happen to them again.
- 8) The perpetrator should apologise and undertake to change this aspect of their behaviour.
- 9) If a child is given a second chance to prove that he/she can mend his/her ways but fails to do so, parents will be informed.
- 10) In a protracted or serious case parents will be informed so that the message can be re-enforced at home – facts need to be verifiable so that the perpetrator cannot manipulate the situation.
- 11) The perpetrator should lose the right to relevant privileges e.g. not allowed a full playtime for a fixed period. If another incident occurs this period will be extended.
- 12) Exclusion, either fixed-term or permanent, will be a final option for deliberate, repeated, targeted, hurtful behaviour that a child refuses to change.
- 13) Any pupils involved in resolving the incident should be commended for their actions.
- 14) The children concerned should be closely monitored after an incident (usually by their class teacher or assistant) until the situation has been resolved.

The above policy makes specific reference to one aspect of unacceptable behaviour. It should be read in conjunction with the school Behaviour Policy so individuals have a clear picture of how positive behaviour is promoted and how negative behaviour is managed at Feckenham CE Primary School.

### **Forgiveness**

*'Bear with each other and forgive one another if any of you have a grievance against someone. Forgive as the Lord forgave you.'*

***Colossians 3:13***

It is worth concluding with the importance of resolution and forgiveness. Forgiveness is a Christian value that is at the heart of any Behaviour Policy. Through our Vision and Values children will begin to understand what is involved in offering forgiveness to others, being able to accept forgiveness from others and to forgive themselves.