

Fiddlers Lane

Community Primary School

Anti-Bullying Policy

Signed by the Chair of Governors	
Name: Jayne Playfair	
Signature:	Date: 25 th November 2019
Review date: November 2020	

Fiddlers Lane Community Primary School Anti-bullying policy.

Statement of Intent

At Fiddlers Lane Community Primary School we are committed to making a safe and secure environment for every pupil within our school. Our school is a **TELLING** school which means that anyone who knows that bullying is happening is expected to tell the staff.

Aims and objectives of this policy

The aim of this policy is to make it clear to all parents, staff and governors what bullying is and try and prevent any such behaviour that is deemed as bullying. Bullying is unacceptable in our school and will be taken seriously at all times. Everybody has the right to learn and work in a safe, secure environment. All members of the school have the responsibility to report any kind of bullying, have the ability to recognise it and know how to take appropriate action where necessary following the school policy. This will happen in the following ways:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- It is made clear to every staff member and pupil that bullying will not be tolerated in any form be it – physical, emotional, verbal or cyber

What is Bullying?

Bullying is a deliberate **repeated** behaviour towards an individual which is hurtful and upsetting, as well as frightening. Bullying can cause worry, and fear to the victim experiencing this.

We use the acronym **STOP** (Several Times On Purpose) to teach child how to identify bullying.

Different types of bullying can be:

- Verbal: name calling, teasing, spreading rumours, threats, making rude remarks or making fun of someone.
- Physical: kicking, pushing, punching, biting, spitting, taking or hiding someone's things.

- Emotional bullying: can be not including someone, humiliating someone, tormenting, threatening someone.
- Cyber bullying: sending offensive messages either by text or social media.
- SEN bullying: can be making any negative comments or hurting a person physically or emotionally based on their disability or educational needs.

Bullying can be driven by prejudice or fear of difference. It can be linked to:

- Race, religion or culture
- Gender
- Sexual orientation
- Disability or special need
- Long term illness
- Appearance
- Family arrangements
- Any protected characteristic within the Equality Act 2010

Bullying is not:

Children falling out on the odd occasion, as they can say things if they are upset. It is important to understand this so as not to be confused between the two. Bullying has to be **consistent**.

Where does bullying happen?

Bullying can happen anywhere- in the classroom playground, dinner hall, and the toilets or in the corridors. In addition bullying can happen outside of the classroom for example the park or at home.

Signs and symptoms

Typical signs or symptoms that a child is being bullied and that adults should be aware of are:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares

- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems; however any of these signs or symptoms should not be dismissed as they could be signs of bullying. Bullying will always be investigated in our school immediately.

What can you do if you are being bullied?

Bullying is never anybody's fault and it is important to remember that there are people who can and will help you. All our children have the right to feel safe, secure and happy in school.

After asking members of our school council and our parents we have included some of their strategies below:

- Tell someone. This could be a friend or an adult, but is somebody that you trust. In school, tell your class teacher, Mrs O'Neill, Ms Cooper, or any other adult you trust.
- Try to ignore the bully
- Try to not let the bully/bullies see you upset.
- Stand up to them, tell them to stop

What can you do if you see someone being bullied?

At our school we encourage the children to speak up to an adult if they experience or see bullying. Staying silent means that any bullying will continue and will never be resolved, in addition to giving the bully even more power. Here are some of the strategies that we suggest children can do if they see bullying happen:

- Tell a member of staff as soon as you can
- Do not laugh at the situation
- Do not take on the bully yourself
- Encourage the person being bullied to get help

Bullying of children with Special Educational Needs and Disabilities

At Fiddlers Lane, we have some children who have special educational needs or learning difficulties. These children can be particularly vulnerable to bullying. We make sure that we treat any incidents in exactly the same way as any other type of bullying.

Young carers and bullying

Young carers are generally responsible for a family member who suffer from an illness or disability. Due to this, young carers can be bullied for a number of reasons:

- Appearance
- Other children might think they are different
- Young carers might be teased about their family's circumstances
- They may be withdrawn, upset or depressed

Any incidents or allegations will be followed in exactly the same way as anything else, they will be treated no differently at our school

Procedures for reporting and responding to bullying incidents

All bullying incidents will be taken seriously and dealt with promptly. Everybody will be given the chance to be heard whilst remaining impartial. The following step- by step procedure will be used for reporting and responding to bullying allegations:

1. Report bullying incidents to staff
2. Mrs O'Neill will investigate all allegations of bullying in order to stop it from happening.
3. All complaints and the investigation into them will be recorded.
4. Initially, the victim and the perpetrator will be counselled by Mrs O'Neill, using restorative justice skills. The bully will receive a consequence linked to the behaviour steps, depending on the severity of the incident, and the number of times the bullying has taken place.

5. An attempt will be made to help the bully (bullies) change their behaviour.
6. Parents will be informed using the school's professional judgement. This may depend on criteria such as the severity of the bullying, the age of the child, whether the child is on the SEN register and the number of times the bullying has taken place.
7. In serious cases parents will be informed and will be asked to come into a meeting to discuss the problem.
8. Advice may be sought from other relevant agencies, and Mrs O'Neill may decide that a Family Assessment needs to be completed. There may also be the need to refer the child to children's services under the Children Act 1989.
9. If the bullying becomes persistent, exclusion will be considered.
10. If parents are unhappy with the school's response to bullying, then they should follow the school complaints procedure.

This procedure applies to parents as well as pupils and staff. As stated previously, any allegations of bullying will be taken seriously and will be fully investigated.

Outcomes

- a. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place in line with our behaviour steps.
- b. In serious cases exclusion will be considered.
- c. If possible, the pupils will be reconciled.
- d. After the incident/incidents have been investigated and dealt with, each case will be recorded and monitored to ensure repeated bullying does not take place.
- e. All incidents will be reviewed termly in order to improve practice

Strategies for the prevention and reduction of bullying

Our school strives to develop a positive learning environment, aiming to use different techniques and strategies to help reduce bullying if it should occur. These can include:

- Circle time on bullying issues
- PHSE (Personal, Health & Social Education) from Nursery to Year 6 Anti-bullying assemblies and workshops

- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy
- Use of SCARF programmes and other nurture interventions
- Signing a behaviour contract, with a close eye kept on them by adults in school
- Use of external agencies, such as Kidscape, Childline, CAMHS.
- Organising regular anti- bullying training for all staff
- Work during e-safety lessons and ongoing e-safety awareness training for staff, pupils and parents
- Appropriate supervision at all times, including when on trips and in different points around school such as on the playground
- Ensuring all members of the staff community know what is expected of them, including regular reminders in the weekly newsletter
- Taking part in National Anti-Bullying Week

Monitoring and evaluation of the policy

This policy will be regularly monitored in order to ensure its effectiveness and reviewed annually. Anti – bullying questionnaires completed by the whole school community will be analysed and actions taken accordingly, with feedback taken to all stakeholders.

Policy Links

Behaviour Policy

E-Safety and Acceptable Use Policy

Inclusion Policy

SEN Policy

Equal Opportunities Policy

Family Assessment Policy

Complaints Policy

Sources of further information.

Act against bullying 0845 230 2560

Advisory centre for Education (ACE) 0207 704 3370

Anti-bullying Alliance (ABA) 0207 843 1901

Beat Bullying 0845 338 5060

Childline 0800 1111