



Forest Hall Primary School

Anti Bullying Policy

Rationale

At Forest Hall Primary School we aim to encourage self discipline in all children and to provide an effective environment for all pupils to learn and teachers to be able to teach through our positive approach to behaviour management. The aim of this policy is to ensure that our pupils can learn in a supportive, caring and safe environment without fear of being bullied.

We operate a zero tolerance approach to bullying – bullying will be challenged immediately and the individuals involved dealt with care and sensitivity.

Definition

Bullying falls into two categories:

1. **Emotionally harmful behaviour** such as taunting, spreading hurtful rumours and excluding people from groups and also cyber bullying
2. **Physically harmful behaviour** such as kicking, hitting, pushing or other forms of physically abusive behaviour

Behaviour constitutes bullying if:

1. It is repetitive, wilful or persistent
2. It is intentionally harmful, carried out by an individual or group
3. There is an imbalance of power - leaving the person being bullied feeling defenceless

Bullying is anti- social behaviour and affects the school community. It is unacceptable and will not be tolerated.

Main types of bullying:

Physical	hitting, kicking, damaging belongings
Verbal	name calling, racist remarks
Indirect	spreading rumours, excluding someone from social groups
Cyber	sending unpleasant texts, emails, images, calls

All pupils must be encouraged to report bullying in school. As a school we are alert to signs of bullying and act promptly against it, monitoring behaviour subsequently.

We take part in national Anti-Bullying Week in the Autumn term each year but remain vigilant throughout the year, acting on information from pupils, staff and parents.

Roles and responsibilities

Governors

The governors will support the headteacher in actions taken to eliminate bullying from our school. The Governing Body do not condone bullying in our school and incidents will be taken seriously and dealt with appropriately. Behaviour is monitored regularly and the head teacher is required to keep records of all incidents of negative behaviour and report to the Governing Body on request about behaviour management and the effectiveness of ant-bullying strategies.

Headteacher

It is the overall responsibility of the headteacher to implement this policy and to ensure that all staff are aware of the policy and how to identify and deal with incidents of alleged bullying.

The headteacher will report to the Governing Body on the effectiveness of all behaviour management strategies on request.

The headteacher ensures that all of the pupils in school know that bullying is wrong and is unacceptable behaviour. This is through whole school assemblies and PSHE / PSED sessions in class.

The headteacher uses the 'No name calling here!' strategy with the children on a regular basis through daily interaction and regular reminders in assemblies.

Staff

All staff have a duty of care towards the pupils in our school and will take all reasonable steps to protect the well-being and safety of pupils. All staff take alleged bullying seriously and work to prevent it taking place.

Staff record major incidents in the Behaviour Book. Teachers deal with minor incidents in their classrooms and report to their phase lead or the headteacher. Concerns are also recorded in the Well-being book.

Witnessed incidents are recorded, investigated and reported to the parents and headteacher.

Disclosures are investigated and dealt with sensitively as the child being bullied may be concerned about repercussions.

Cases are dealt with individually but aim to end the alleged bullying and make the child being bullied feel safe and secure.

Parents

Parents who are concerned that their child is being bullied or is the perpetrator of bullying should contact school immediately, preferably the class teacher, who will then investigate the alleged incident.

Parents will be informed of the outcome of any action taken as a result of their concerns, respecting the confidentiality of the individuals involved. If they are not satisfied with the class teacher's response they should contact the headteacher. Should they remain dissatisfied following the headteacher's investigation and response, they can follow the school's complaints procedure, available from the school office.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive and contributing member of the school community.

Pupils [disseminated through PSHE / PSED sessions]

See *pupil produced Anti-Bullying Policy*

Pupils know how school will deal with reported incidents of bullying. They are also taught how to remain safe as part of PSHE which includes strategies to tackle bulling behaviours.

The School Council Lead teacher worked with a group of pupils to produce the **Anti Bullying Policy** encapsulated in a booklet distributed to all children. Children were given a practical demonstration in how to use the *fogging* technique whereby they deflect taunts eg

You look like a tramp -

'Yes I know I'm a real minger'

This is repeated in class sessions throughout the year.

- To know the difference between bullying and falling out/ having a disagreement
- To have an adult in school who they can talk to and will listen to them
- To know what fogging is and be able to use it
- To appreciate how actions can appear to other children through circle time / role play

Anti –bullying approach

- We are all responsible for each other.
- If pupils see alleged bullying taking place they should act – say something or go and tell an adult immediately, this is not telling tales.
- Incidents are taken seriously, investigated and acted upon
- No name calling here!
- Zero tolerance approach to bullying is in place here at Forest Hall

- The child bullied must have a named adult in school in whom they can confide
- The child bullied must be reassured so that they feel safe.
- Measures must be taken to minimise risk of any recurrence.
- Duty staff must be made aware to monitor break / lunch times

- The perpetrator must come to understand how their action has impacted on a member of the school community.
- An apology should be made to the child bullied
- The perpetrator may be punished by the use of sanctions or making positive actions to show genuine remorse. (Age appropriate.)

Eg loss of privileges, loss of part of break time, behaviour monitoring chart / system, internal exclusion, referral to outside agencies, fixed term exclusion

Staff procedures

If safeguarding concerns arise during an investigation inform the headteacher immediately.

- Reassure the child bullied so they feel safe
- Listen and speak to children involved separately
- Reinforce the message that bullying is not tolerated here
- Sanctions as deemed appropriate
- Inform parents and headteacher
- The perpetrator may need support to understand and change their behaviour
- Following resolution involved parties to be monitored to ensure continuing successful outcome
- Weekly briefing – children to look out for

Cyber bullying

We promote a positive approach to information technology to support and extend learning in school and as part of our lives. [E-safety and acceptable use policies]

Mobile phones are to be handed into the school office and not used during the day.

Pupils are not to take photos using phones during the school day.

IPads are used in lessons in but only with adult supervision ie not during indoor break.

Ipads used in school must adhere to our age and app restrictions.

Children are taught how to stay safe on line through taught lessons and regular reminders.

We ask parents to remain vigilant in monitoring their child's access to the internet and mobile devices, reporting any concerns to school staff.

CMP April 2016

Reviewed and amended December 2019