



## Friars Primary (Foundation) School Anti-Bullying Policy



### **Rationale**

Friars Primary School teaches and models a set of values and beliefs. Our core values are:

- Right Conduct
- Truth
- Peace
- Non Violence
- Love

The school's behaviour policy upholds the stated values and has a policy statement that deals with everyday misdemeanors. Within the values of the school all bullying is unacceptable. The school recognises that direct and indirect forms of bullying exist and that children need to be protected and advised against bullying. The school accepts that bullies need to understand and reflect on their own actions and on their effect on others.

### **What is bullying?**

GOV.UK gives a definition of bullying that we subscribe to:

*"There is no legal definition of bullying.*

*However, it's usually defined as behaviour that is:*

- *repeated*
- *intended to hurt someone either physically or emotionally*
- *often aimed at certain groups, eg because of race, religion, gender or sexual orientation*

*It takes many forms and can include:*

- *physical assault*
- *teasing*
- *making threats*
- *name calling*
- *cyberbullying - bullying via mobile phone or online (eg email, social networks and instant messenger)"*

### **Aim**

To develop the school as a caring community that is committed to preventing and combating bullying and its effects.

The school meets these aims through the following objectives;

- Making explicit to pupils and staff through the PSHE, Values Education and Behaviour Policies for the school that hurtful and damaging actions are not acceptable
- Ensuring that parents and carers are aware and supportive towards the school's procedures and practices
- Challenging all pupils and adults on the effects of their hurtful or bullying actions and attitudes
- Training all staff and the pupils to recognise anti-social behaviour in the playground and to support pupils in their playground friendships and games

- Planning and delivering a balanced curriculum that will provide pupils with a sound basis on which they can build, in order to develop opportunities responsibilities and experiences for their emotional development
- Treating the victims of any bullying in a supportive manner, training them to develop strengths and strategies to become more assertive
- Combating any form of bullying in the work place by conveying to staff the values necessary to work towards the aims of the staff team
- Isolating and counselling pupils who demonstrate bullying attitudes

### **Implementation**

- All pupils are made aware of the behaviour policy and the school's values curriculum through PSHE and assemblies
- Parents and carers are encouraged to stress the importance of sociable behaviour
- Pupils and parents to report immediately on any problems they have concerning either victims or perpetrators of bullying
- At all times staff act as positive role models for children
- Circle time is used to develop positive responses to relationships and to train pupils in possible responses to the behaviour of others

### **Action when dealing with incidents**

- Accounts of reported incidents are listened to and evidence taken from both parties. The perpetrator is asked if they are aware of the distress that they have caused.
- All allegations of bullying are taken seriously. All racist incidents are recorded into the school's behavior/bullying/racism log and parents and governors are made aware of the incident and action taken.
- Victims and perpetrators are interviewed and the incident discussed
- The perpetrator is asked if they intended to cause distress, if they had thought about the results of their actions and asked to reflect on how they would feel if they were the victim
- Objective judgments are made without bias or pre-judgment
- Incidents of bullying (as a repeated action) are recorded in the incident book by a member of the Senior Leadership Team and reported to the Head
- Head, Deputy Head or SMT ascertain whether this behaviour is usual, abnormal and what the underlying circumstances are
- The perpetrator is given the opportunity to reflect on their actions and to agree on the actions that they can undertake to improve their future behaviour and make the life of the victim happier
- A repeated incident within a two week period involves contacting parents
- If repeated bullying occurs within a half term the Headteacher discusses incidents with SLT and governors with a view to a fixed term exclusion.
- Records of incidents recognised as bullying are kept for one year.
- Bullying trends are analysed on an annual basis as a way of ascertaining whether any particular groups in the school are disproportionately represented as either perpetrators or victims.

### **Action to combat bullying**

The school maintains the behaviour policy to confirm agreed methods of dealing with a range of behaviours. Combating bullying involves the firm and fair application of the behaviour policy by;

- applying sanctions to pupils who show signs of bullying behaviour as outlined in the behaviour policy

- allocation of specific duties and responsibilities to staff and pupils to enable incidents to be avoided, detected, reported, monitored and appropriate support delivered
- continuous awareness of the policy and practice to staff through meetings, and to pupils through assemblies, circle time and School Council
- staff training through specific training or staff meeting and briefing to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner
- constant promotion of the school's values through the strategy of "walking the talk"
- seeking opportunities for specialist outside agencies to deliver specifically targeted programmes (i.e. theatre groups or charities)

### **The role of parents, pupils and staff**

- Pupils and parents should report all incidents of bullying to school staff as soon as practical
- Pupils should be supported in reporting incidents involving their peers
- Staff, pupils, parents should refrain from any behaviour which would constitute bullying of pupils or adults
- Staff should promote the aims of the behaviour management and anti-bullying policy
- Parents should endorse and uphold the aims of the policy and consult with the school on any problems that they have in supporting the policy or practice
- Parents should stress to their children the importance of upholding the aims of the school in maintaining sociable behaviour
- Parents and staff should act as positive role models to pupils

### **Equal opportunities**

All pupils have the right to be protected from the distressing actions of bullies. Staff should not however suspect a perpetrator based on the history of previous behaviours. Objective reports of actions have to be made to confirm incidents.

Records of incidents should be subject to analysis on a termly basis.

### **Evaluation of procedures**

- Review through staff discussion of how situations are handled and the outcomes achieved
- Parent / Carer discussions
- Pupil discussion through School Council
- Annual trend analysis of behavior/bullying/racism log.

The decrease or increase in the number of incidents will be reviewed against number of pupil days lost and any improvement in the academic performance which may be regarded to have risen due to the eradication of bullying behaviour.

The policy will be reviewed annually along with the number of incidents recorded and their outcomes.

Signed: \_\_\_\_\_ Headteacher

Signed: \_\_\_\_\_ Chair of Governing Body

Date: \_\_\_\_\_ (October 2014) Review date: September 2015

**The children of Friars Primary School feel safe from bullying because:**

**We know that bullying is –**

when one or more people deliberately hurt another person or group, either physically or emotionally and it happens lots of times. This can be if children are

- being unfriendly, excluding or tormenting,
- pushing, kicking, hitting, punching or any use of physical violence
- being racist
- making unwanted physical contact or unpleasant comments
- name-calling, sarcasm, spreading rumours or teasing
- being unkind when sending emails, text messages or using chat rooms (cyber bullying)

**We also know that bullying is not –**

**Something that happens once:**

- Getting into an argument about football
- Falling out with a friend
- Name calling
- Choosing not to be someone’s friend without unkindness
- Banter amongst friends
- Arguing about sharing

**We know what to do if we think we are being bullied -**

- Tell a teacher or any other adult in school
- Tell parents or other adults that we trust out of school
- Tell a trusted friend about the problem
- Do not keep it to ourselves

**We also know that if we do tell someone at school that ALL adults will help us and sort the problem out.**

**We know that sorting the problem out means that adults in school will -**

- Find out if the problem is bullying or not
- Talk to all of the children involved
- Find out how the bullied child feels, who is involved and how long it has been going on
- Make sure the bully understands the effects of their behaviour
- Make sure the person or group who is bullying apologises and promises not to carry on
- Involve parents of bullies so that they know what is happening
- Further explore why the bullying is taking place
- Make sure that the bullying does not continue by using the school’s behaviour system

**These are some of the things we can do to make sure bullying does not happen at school:**

- Don’t get involved if it doesn’t involve you
- Don’t leave anyone out
- Be friendly
- Show respect to one another
- Keep our hands and feet to ourselves (unless you are looking after someone)
- Give advice to the bully
- Think “how would it make me feel?” if we think we might be unkind to someone else