



Higher Failsworth Primary School

Failsworth

Anti-Bullying Policy

2018

'Working together for an Education for Life.'

Date Adopted:	September 2018
Date of Review:	September 2020
Staff Member:	H Hampson / S Forster
Governor:	Alan Smith

Higher Failsworth Primary School

Anti-Bullying Policy

Rationale

Higher Failsworth is committed to providing its pupils with a caring and homely environment within which individuality can flourish, allowing them, without hindrance, to live their lives to the full in as many spheres as possible. Everyone has the right to be treated with kindness and respect and to be properly supported if they are not. Bullying of any kind is deemed unacceptable and will always be taken seriously and acted upon.

Aims

- To ensure a safe environment for all students at Higher Failsworth
- To emphasise the fundamental importance of establishing and maintaining a positive, caring ethos within the school
- Further aims are to establish an atmosphere where bullying is regarded as unacceptable, to raise general awareness so that the whole school community can play its part in recognising bullying and to take action when it occurs by preventing or responding appropriately to it.

Objectives

- To ensure that all pupils, parents, teaching and non-teaching staff and governors can recognise what bullying is, know what the school policy is on bullying and what to do if it occurs
- To conduct staff and governor training to maintain the high profile of the anti-bullying policy and to introduce new initiatives
- To build understanding and discussion of anti-bullying and related topics into the PSHEE programme
- To confirm frequently, through the action of house and school pastoral teams, that pupils will always be supported if bullying is reported
- To ensure that whenever someone knows that bullying is happening, someone is told about it or something is done
- To work with other professional agencies when necessary to keep children safe as described in the Children Act 1989, the SEN and Disability Act 2001, the government green paper "Every Child Matters" 2003 (outcome 2), the Children Act 2004, The Education and Inspections Act 2006, The Equality Act 2010, Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies 2017, The Prevent Duty June 2015 and Keeping Children Safe in Education 2018.

Definitions

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies 2017

All members of the school staff should be alert to the possibility of signs of bullying. In some cases bullying is unwitting and not consciously done, in others it is a wilful and conscious desire to hurt, threaten or frighten someone. Bullying does affect all in school and as such is a serious matter; it can be a barrier to learning and have serious consequences on children's mental health.

All pupils should be responsible for bringing bullying to the attention of any adult on the staff. It is also true that teachers may (unwittingly) be bullies. It is also true that staff may be subject to bullying from pupils and staff are responsible for bringing this to the attention of their line- manager. Equally it is true that staff may be subject to bullying from other staff and this is covered in the school's Whistleblowing Policy and Staff Grievance Procedure.

We may define bullying as the following occurring over a period of time:

- Physical – hitting, pushing or any act that invades personal space.
- Verbal - Name calling, teasing and taunting. Racial and sexual harassment.
- Social – Exclusion by groups or individuals. Discrimination on grounds of religion, culture, race, gender, disability or sexuality.
- Cyber – Intimidation and abuse via electronic means (text, e-mail, social networking sites).

Bullying Prevention

Preventing and raising awareness of bullying is an essential to keeping incidents in our school to a minimum. Through assemblies as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Our Approach to Dealing With Bullying

At Higher Failsworth Primary School we believe that there are two main elements to effective anti-bullying practice:

- 1. Preventing bullying incidents**
- 2. Responding to bullying incidents**

Punishing bullies does not end bullying. At Higher Failsworth Primary School we stress that it is the bullying behaviour, rather than the person doing the bullying, that is not liked or acceptable. We positively encourage all pupils to take responsibility for their behaviour and its consequences and to take action to end bullying and provide support for bullied pupils.

Procedures

These are based on the following principles:

- Bullying is not tolerated at our school
- The whole school understands what bullying means
- Children are allowed to report incidents without feeling they are telling tales
- Reported incidences are taken seriously
- Incidences are investigated thoroughly
- Incidences are acted upon with clearly defined procedures
- Incidences are systematically recorded
- Policy and practice are reviewed and evaluated

1. Preventing bullying incidents

In order to prevent bullying we have:

Place2Be

Children have the opportunity to make a referral to place2talk to discuss with Gail any concerns they may have about bullying. Gail will make appointments for children to attend Place2talk to investigate how children are feeling.

Peer Support systems

We develop skills in listening, self-esteem, confidence, mediation and befriending amongst all children. During Circle Time activities children share their experiences.

Support for pupils who have been bullied

Children who have been bullied or are vulnerable will be offered support through:

- Opportunities to talk and be listened to by a trusted member of staff
- Assertiveness training, helping them to use verbal and body language in a way that discourages bullying, including how to respond to bullying in a calm, controlled manner.
- Opportunities to take on extra responsibilities in school and help them gain confidence e.g. monitors, helpers, school council, prefects

Support for pupils who have bullied others

Children who have bullied will be helped by:

- Discussing what happened with a trusted member of Staff
- Engage with a social and emotional intervention so they recognise they are responsible for their choices
- Being provided with an opportunity to say sorry and make amends
- Receiving guidance in how to make better choices in future

School Assemblies / PSHE lessons

To raise awareness of bullying issues and provide a whole school focus for bullying

Induction for new Staff

We induct all new staff and helpers in the implementation of this policy.

Training

We train staff so that they can better identify and help vulnerable children and those who may be more at risk of bullying

School Council

We use the mechanisms of the School Council to ensure that all children have a voice and the introduction of the rights, respecting school in September 2018 will make sure all children understand their rights.

Working with parents / carers

We keep parents informed and involve them in relevant issues.

Improving the school grounds

We provide a safe, secure, active and easily supervised environment.

School ethos

We work hard to create an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. That culture extends beyond the classroom to the corridors, the dining hall, the playground, and beyond the school gates including travel to and from school. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest.

2. Responding to bullying incidents

We take the following action when dealing with bullying incidents:

- a. When bullying is suspected or reported the incident is dealt with immediately by the member of staff who has been approached
- b. A clear account of the incident is recorded on our electronic system
- c. Classteachers are informed
- d. An investigation is carried out
- e. Sanctions are used as appropriate
- f. If it is established that bullying has taken place parents of the bully and victim are informed
- g. If there are any further incidents relating to the same pupils a member of the senior leadership team will investigate.

Sanctions

These might include:

- Reflective discussions
- Lose dojo's
- Receive a card and have to attend loss of learning
- Work with an adult on their behaviour choices
- Restorative justice
- lunchtime exclusions

Monitoring and Review

It is the responsibility of our governing body to monitor the behaviour policy and through discussions this policy will also be reviewed. This is done by:

- requiring the headteacher to report to governors on the effectiveness of the behaviour policy;
- taking into serious consideration any complaints regarding bullying issues from parents, staff or pupils;
- monitoring the school behaviour and exclusions policy
- analysing anonymous entries on the school electronic system that relate to bullying

Appendix : Child Speak Anti Bullying Policy

Higher Failsworth Primary School

Anti-Bullying Policy

Why do we have this Policy?

We want to make sure that everyone can come to school to learn together without fear of being bullied.

What is bullying?

Bullying is deliberately hurtful behaviour, repeated over a period of time. It includes

- teasing
- name-calling
- making threats
- leaving people out
- hitting, kicking, hurting physically
- damaging belongings
- cyber bullying

What are we going to do about bullying?

- 1. Try and stop it from happening in the first place**
- 2. Deal with it fairly when it happens**
- 3. Makes sure we tell an adult if we think it is happening**

How can we stop bullying from happening?

1. Talk about it e.g. in Circle Time, Assemblies, PSHE lessons
2. Tell an adult if it is happening to you or someone else
3. Discuss it at School Council
4. Involve parents

What happens when bullying takes place?

1. When an adult is told about bullying they will deal with it right away

2. Adults will work together with the children involved to find out what is going on
3. If bullying is taking place parents will be told
4. A punishment may be given
5. If the bullying doesn't stop the Senior Leadership team will get involved

What might happen as a punishment?

If someone has been bullying they might:

- Have reflective discussions with an adult
- Lose dojo's
- Receive a card and have to attend loss of learning
- Work with an adult on their behaviour choices
- Attend restorative justice
- Receive lunchtime exclusions

Important points to remember

- Bullying is not acceptable at our school
- We all need to know what bullying is
- Reporting bullying is not telling tales
- Bullying is taken seriously
- Bullying is dealt with at our school