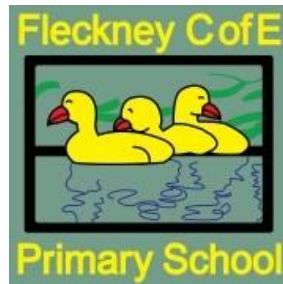


Fleckney C of E Primary School

Anti- Bullying Policy



Let your light shine Matthew 5:16

Be the best that you can be

Our Vision

Fleckney Church of England Primary School is a place where kindness, compassion and respect are at the heart of everything we do. We aspire for everyone to thrive, flourish, and achieve our full potential in every aspect of school life. Through our Christian values, we nurture self-confidence, resilience and a sense of community so that we have an understanding of our place and ourselves in the wider world.

Date of Policy: February 2025

Drafted by: S. Allen

Approved by: Gareth Robinson

Date of Review: Annually

Aims

This policy aims to promote outstanding behaviour and mutual respect. We believe that this is best achieved through adhering to our school values, following our golden rules and explicitly teaching positive behaviour. Developing an ethos of kindness and co-operation creates an environment in which everyone feels happy, safe and secure.

As with our behaviour policy, our anti-bullying policy is centred around promoting good relationships, so that people can work together with the common purpose of helping everyone to learn and succeed. This policy supports the school community in adopting a shared, consistent approach.



Be the best you can be !



Let your light shine

Matthew 5:16

Our Values and their meanings

All representatives in our school community (children, teaching staff, support staff, governors and parents) have had an input into our school values. The values have been carefully chosen to represent our school with the aim to support children in being good role models.

Compassion

KS1 – Compassion is taking care of others.

KS2 – Compassion is to understand and care about people and appreciate their differences.

Respect for humanity

KS1 – Respect is treating everyone and everything well.

KS2 – Respect means you care about people's thoughts, feelings and emotions. Respect means you care for our world and everything in it.

Responsibility

KS1 – Responsibility is looking after people, belongings and your actions.

KS2 – Responsibility is to show that you are reliable and do everything with care.

Community

KS1 – Community is taking care of Fleckney.

KS2 – Community means to help and support other people wherever they are.

Fairness

KS1 – Fairness is being honest, sharing and taking turns.

KS2 – Fairness is about making sure that everyone is treated with the kindness and respect they deserve.

Aspiration

KS1 – Aspiration is wishing to be something.

KS2 – Aspiration is having a strong desire to work hard to achieve your hopes and dreams.

As a school community, we want to ensure that children feel valued, special and happy.

Three school rules

Fleckney C of E Primary School is a Church of England school. Our Christian values are often summarised with the phrase:

Be the best that you can be.

For the children, this means adhering to our three golden school rules:

- **Be Safe**
- **Be Kind**
- **Be Ready**

At Fleckney CE Primary School, we are committed to providing a caring, friendly, and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. The school does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear. Children are taught about anti-bullying and about how to deal with bullies in class lessons and assemblies. The issue is highlighted each year and the school takes part in anti-bullying week

Objectives of the Policy

- All teaching, and non-teaching staff, pupils, parents and governors 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. Bullying will not be tolerated.
- The bully must accept responsibility for their actions.
- The bully must recognise they have bullied someone else, accept the consequences.

What is bullying?

The Anti-bullying Alliance definition:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying can be-

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of any violence
- Racist - racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Focussing on the issue of someone's sexuality-bisexual, transgendered, lesbian or gay
- Bullying often targets individuals who are different in some way
- Verbal - name calling, sarcasm, spreading rumours, teasing
- Cyber Bullying - All areas of the internet through social media. Mobile threats by text messaging and calls. Misuse of associated technology- i.e. camera and video facilities

Signs and symptoms

A child may indicate by signs and behaviour that he or she is being bullied. Adults should be aware of the possible signs and that they should investigate if a child is:

- Frightened of walking to or from school
- Begs to be driven to school
- Changes in their usual routine
- Is unwilling to go to school (school phobic)
- Begins to play truant
- Becomes withdrawn or anxious, or lacks confidence
- Starts stammering
- Attempts of threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- School work deteriorates

- Comes home with torn clothes or books/belongings damaged
- Has possessions which are damaged or go missing
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises
- Comes home starving (money for lunch been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying their own siblings or other children outside school
- 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 or jumpy when a cyber message is received
- Is withdrawn, quiet in class
- Tearful

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Reporting and responding to bullying

Pupils should report any forms of bullying straight away to a class teacher, support staff or non-teaching staff. All staff will then record any behaviour incident on CPOMS. By reporting all behaviour incidents on CPOMS, all staff will have a record of behaviour. It may emerge later that there are patterns or repeat incidents of the same type of behaviour.

It is the responsibility of everyone in the school community including bystanders and parents to report incidents of bullying. Once known about, these incidents will be dealt with promptly by a member of SLT and recorded on CPOMS. All staff will log any bullying incidents on CPOMS. All incidents of racist behaviour will result in the child completing a behaviour reflection script with a member of SLT (See appendix A). Incidents of this nature will also be reported to the governors and local authority.

Schools are now required to respond to bullying incidents that occur outside of the school premises. If this does occur at our school, any bullying incidents will be promptly dealt with by SLT and logged on CPOMS.

If homophobic bullying is witnessed or reported in school, it will be dealt with in exactly the same way as any other forms of bullying. If a child or children have used homophobic language towards another child, then the incident and language will be discussed by SLT and recorded on CPOMS. The child will complete a behaviour reflection script.

Procedures

1. Report any bullying incidents to the class teacher and then to the Head Teacher. ALL BULLYING INCIDENTS WILL BE LOGGED ON CPOMS
2. If we follow this procedure, our school will be able to determine patterns of behaviour, for example the most common types of bullying along with the areas around school where bullying behaviour has taken place. This can be shared with parents and what we intend to do to address any emerging patterns
3. In serious cases parents will be informed and will be asked to come to a meeting to discuss the problem with the Head Teacher and class Teacher
If necessary and appropriate, the police will be consulted
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped immediately
5. An attempt will be made to help the bully to change their behaviour
6. The victim will be supported in school
7. The child's class teacher will monitor the victim's behaviour and emotional well-being in school time
8. There will be close liaison with the child's parents and consultations on the child's well-being in school will be arranged, for the victim and the bully

Working with parents

Throughout our anti-bullying process, we are continually working with parents and involving them in decisions about the prevention of bullying in school. Parents are asked to agree to working cooperatively with us through our working partnership agreement.

We ask parents to talk openly about bullying at home with their children and to encourage positive relationships between home and school.

Outcomes

1. The bully (bullies) will be asked to genuinely apologise to the victim. Other consequences may take place, decided by the Head Teacher
2. The bully (bullies) should accept responsibility for their actions
3. The bully (bullies) should recognise what they have done is wrong and realise the consequences this may have for the victim.
4. The bully (bullies) should express remorse
5. In serious cases, suspension and even exclusion will be considered at the discretion of the Head Teacher
6. After the incident/ incidents have been investigated and dealt with, each case will be recorded, logged and monitored on CPOMS to ensure repeated bullying does not take place

Prevention

We have a wide range of preventative methods in school, which will aid the children and staff when talking about and delivering our anti-bullying lessons.

At Fleckney, we teach our pupils the acronym STOP to help them recognise what bullying is:

Several

Times

On

Purpose

The same acronym is then repeated (This aids the children in knowing what to do about it).

Start

Telling

Other

People

In addition to the acronym STOP, we also teach our pupils the 4 step rule. This is a 'hands-on tool' for the children to use in all year groups if they are faced with a potential bully or bullies in school.

The 4 Step Rule

1. **Tell the child you don't like what they are doing**
2. **Ask them to stop**
3. **Tell the child you will tell a teacher**
4. **Tell a grown up**

In addition to the above:

- We have clear golden rules, which all children know and understand
- We have clear Christian values that all children know and understand
- Our children are positively rewarded for following these rules and values in our school dojo reward system

- Our children are rewarded for following our values and receive values award stars to wear on their uniforms
- Our three golden rules are displayed in all classrooms
- Our values are displayed around the school in central areas
- We use a peer support or buddy system in school, where the older children will have training to support outdoor play in school, using listening skills to support and help the children at playtimes in a bullying situation.
- Children are taught about anti - bullying and about how to deal with bullies in class lessons and assemblies
- We have an annual focus on anti-bullying week, where staff and children discuss openly in class about bullying and carry out classroom tasks. There are opportunities in all key stages to explore bullying issues
- Our working partnership agreement encourages positive home school relations.
- At all times, we celebrate the diversity in Britain today, and openly discuss different cultures and beliefs, clarifying any misconceptions and outside school views in class time
- Teaching staff are prompt in resolving any hints of bullying in class, preventing the situation from becoming worse
- Our behaviour recording system CPOMS is used by all members
- CPOMS is a clear behaviour log that is shared and accessed by all members of staff

Help and Advice/Organisations

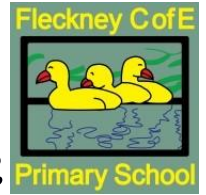
- **StopBullying.gov**
<https://www.stopbullying.gov>
- **Kidscape**
<https://www.kidscape.org.uk>
- **Anti-Bullying Alliance**
<https://www.anti-bullyingalliance.org.uk>
- **Ditch the Label**
<https://www.ditchthelabel.org>
- **The Bully Project**
<https://www.bullyproject.org>
- **PACER's National Bullying Prevention Center**
<https://www.pacer.org/bullying>
- **Be A Buddy Not A Bully**
<https://www.beabuddynotabully.com>
- **Childnet International**
<https://www.childnet.com>
- **The Diana Award**
<https://www.diana-award.org.uk>
- **Young Minds**
<https://www.youngminds.org.uk>

These websites offer a range of educational materials, programs, and support to combat bullying in primary schools.



Fleckney Primary School

homophobic and discriminative language incident



Day	Date	Time	Child's Name	Report By

Incident/Concern

See CPOMS incident

Question what the pupil said

"What do you mean by that?" or "Do you know what that word means?"

Explain what the word/s they said mean

Explain what homophobia / racism means in an age appropriate way or let parents know (professional judgment)

Link to school values and British Values

"Our school values are to respect and value each other."

Put it into a personal context

"How do you think it might feel if you had a friend or family member who was discriminated against?"

Signature: _____ **Print:** _____

Role: _____

