



**FLECKNEY PRIMARY SCHOOL**  
**BATCHELOR ROAD**  
**FLECKNEY**  
**LEICESTERSHIRE**  
**LE8 8BE**

# **ANTI-BULLYING POLICY**

# Fleckney CE Primary School – Anti-Bullying Policy

## Statement of Intent

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. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff, including governors and parents.

### 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 results in pain and distress to the victim.

Bullying can occur towards a person, due to religion, culture, SEN and disability, sexual orientation, appearance or health conditions and/or home circumstances.

### 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.

## Reporting and Responding to Bullying

Bullying hurts. No one deserves to be a victim of bullying. Everybody has a right to be treated with respect. Pupils who are being bullied need to learn different

ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Pupils should report any forms of bullying straight away to a class teacher, support staff or non-teaching staff (dinner ladies). The headteacher should then be informed. It is also the responsibility of bystanders and parents to report bullying to the head teacher. The headteacher will log any bullying incidents in a specific pupil record. All incidents of racist behaviour will be reported to the governors and local authority.

Schools are now required to respond to bullying outside of the school premises. If this does occur at our school, any bullying incidents should be reported to the head teacher and will be logged.

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 language towards another child, with reference to Gay, Bisexual, Transgendered or Lesbian tendencies, then the incident and language will be discussed with the headteacher and recorded and logged as with any forms of bullying in school.

### **Objectives of the Policy**

- 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. Bullying will not be tolerated.
- The bully must accept responsibility for their actions, and the adult involved in this must get a witness to assist this admission.
- The bully must recognise they have bullied someone else, accept the consequences and feel remorse.

### **Signs and symptoms**

A child may indicate by signs and behaviour that he or she is being bullied. Adults should be aware of these 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 truant
- Becomes withdrawn or anxious, or lacks confidence
- Starts stammering
- Attempts of threatens suicide or runs away
- Cries himself 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 behaviors could indicate other problems, but bullying should not be considered a possibility and should be investigated.

## **Procedures**

1. Report any bullying incidents to the class teacher and then to the Head teacher. ALL BULLYING INCIDENTS WILL BE LOGGED, in a set proforma (see appendix)
2. If we follow this procedure our school will be able to determine patterns of behaviour, for e.g. the most common types of bullying and 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
4. If necessary and appropriate, the police will be consulted

5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped immediately
6. An attempt will be made to help the bully to change their behaviour.
7. The victim will be supported in school by a “buddy” or peer supporter in class time and in the playground.
8. The child’s class teacher will monitor the victim’s behaviour and emotional well being in school time.
9. 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 review and develop our policy with us, and any comments or suggestions from them will be taken by the PSHCE co-ordinator and considered. Parents will be given the opportunity to voice their views through our anti bullying pamphlet and anti bullying week activities. We ask parents to talk openly about bullying at home with their children and read our TOP TIPS pamphlet with their child and the Home School Agreement.

### **Outcomes**

1. The bully (bullies) may 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.
6. After the incident/ incidents have been investigated and dealt with, each case will be recorded, logged and monitored 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. Parents will also be informed of our preventative methods in school, through our family friendly “top tips” pamphlet (Available on the school website)

- The 4 Step Rule- 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

- Writing a set of school/golden rules in class
- All classes have an **Anti Bullying Charter** displayed in classrooms, for all to see. It is discussed and understood by all. The children have added their own ideas.
- Offer advice to parents through "Kidscape" for example and handing out relevant leaflets for help. In addition our top tips pamphlet will be handed out to families.
- Using 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.
- Using the Seal document- "Say no to Bullying" in assemblies and in class time.
- Teaching staff to be prompt in resolving any hints of bullying in class, preventing the situation from becoming worse.
- Having an annual focus in Anti-bullying week where staff and children discuss openly in class about bullying and carry out classroom tasks.
- Children signing the Home School Agreement and understanding its content.
- Writing stories, poems or drawing pictures about bullying.
- Reading class stories about bullying.
- Making up role plays and taking part in drama, around a common bullying theme.
- Using cross-curricular opportunities in all key stages, to explore bullying issues.
- At all times celebrate the diversity in Britain today, and openly discuss different cultures and beliefs, clarifying any misconceptions and outside school views in class time.

- Celebrate our British Values-in particular “Respectful Attitudes” towards others.

### **The commitment and involvement of all staff**

The involvement of ALL STAFF is paramount in the successful implementation of this policy. Anti Bullying training will be delivered around November in line with anti bullying week. This is in line with our “Healthy Schools Enhancement” status.

*This Policy was updated in line with the new Ofsted framework.*

### **Help and Advice/Organisations**

Advisory Centre for Education (ACE)

Children’s legal centre

KIDSCAPE parents helpline (Mon-Fri 10-4pm) 0845 1 205 204

Parentline Plus

Childline

Youth Access

Bullying online

AntiBullying Alliance

Website-[www.kidscape.org.uk](http://www.kidscape.org.uk) for further support and the Anti Bullying team and County Hall, Glenfield, Leicestershire.

### **Anti Bullying Policy**

This policy will be reviewed and updated every 2 years. The whole school community is involved in this review; the children, parents, staff and governors.

**Updated November 2016**



Appendix 1

**Checklist for recording any bullying/behaviour/racist incidents in school**

To be completed by the person reporting the bullying incident

<i>Name of child being bullied:</i>	<i>Date and time of incident:</i>
<i>Name of bully/bullies:</i>	<i>Where incident took place:</i>
<i>Statements given from:</i>	<i>Staff involved:</i>

**A factual account of the incident or information given from child/children involved.**

*List any witnesses or who reported the bullying to you: Who, What, Where, When?*



*Action taken:*

*Follow up actions?:*

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<i>Reported to parents:</i> <b>yes / no / verbal / written</b>
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<i>Your name (printed), Job title, Position in school</i>	
<i>Your signature</i>	
<i>Date:</i>	

**This form must be reported and given to the Headteacher as soon as possible.**