

Fern Hill Primary School

Anti-Bullying Policy

Approved	29 March 2023
Next Review	March 2026
Committee	Fern Hill Local Academy Committee
Lead Person	Deputy Head Teacher

This policy is written with reference to:

- Preventing and Tackling Bullying, DfE 2017,
- Education Act 2011
- Equality Act 2010

This Policy is linked to the Behaviour Policy

At Fern Hill Primary, we respect every child's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility is available. Bullying of any kind is unacceptable in our school. Our anti-bullying policy ensures that all our children can learn in a supportive, caring and safe environment without fear of being bullied. 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, parents or a trusted adult.

Aims

- To promote the well-being of all pupils.
- To prevent and eradicate all forms of bullying.
- To recognise that it is everyone's responsibility to prevent bullying from occurring.
- To offer an environment free from all forms of abuse.
- To have a consistent approach for dealing with incidents of bullying.
- To promote a whole school approach, where signals and signs are identified and swift and effective action is taken.
- To ensure that all pupils and staff and parents are aware of this policy and their obligations.

What is bullying?

Bullying is defined as 'Several Times on Purpose'.

Having discussed bullying with the pupils of Fern Hill, the School Council agreed the following definition of bullying:

- Bullying is behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual or group either physically, emotionally or mentally.
- Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.
- It is different from other types of aggressive behaviour because it is defined as something that happens more than once and is directed specifically at an individual or group.
- We define bullying as physical or verbally aggressive behaviour that occurs 'Several Times on Purpose'. The school uses this definition to help children understand the seriousness of bullying compared to other unacceptable behaviours and provides the 'STOP' acronym that leads to children knowing they should 'Start Telling Other People'.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Personal – making negative comments, gestures or actions which are: racist (making fun of culture, religion, skin or hair colour), homophobic (making an issue of sexuality) or gender related.
- Sexual- unwanted physical contact related to disability, health conditions, special educational needs (including gifted and able) or any physical feature.
- Cyber – sending or posting harmful or upsetting texts, images or other messages, using the internet, mobile phones or other communication technology.

Bullying can also take place through third person involvement i.e. another person being encouraged to take part in any of the behaviours above.

All staff should also be aware of the possibility of a member of staff bullying a child. Should anyone suspect that this is taking place this should be reported immediately to the Head teacher. This also includes any incidents of adult bullying by staff or parents. If the Head teacher is suspected of bullying, the matter should be reported to the Chair of the Fern Hill Local Academy Committee.

Cyber-bullying

A member of staff who has been formally authorised by the headteacher, can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

If an electronic device that is prohibited by the school rules and has been seized and the member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable.

Material on the device that is suspected to be evidence relevant to an offence, should not be deleted prior to giving the device to the police.

What Bullying is not

It is important to understand that bullying is **not** falling out with friends on the odd occasion. Children are naturally sociable; it is vital for them to select and build friendships. The forming of and breakdown of friendships is an important part of growing up. When children 'fall out' they can say and do things because they are upset. It is essential to teach children the skills to repair relationships and enable them to utilise these. If as adults we intervene too readily to help rebuild our children's friendships on their behalf, our children may not develop the necessary social skills.

Occasionally situations go beyond broken friendships or minor differences and on these occasions adult intervention is necessary.

Signs and Symptoms

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

- changes their usual routine
- feels ill in the morning
- is continually sat by themselves or left out of games
- is unwilling to go to school
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received
- becomes withdrawn, anxious, or lacking in confidence
- begins to underachieve in school work
- develops a stammer
- stops eating
- becomes aggressive, disruptive or unreasonable
- is frightened to say what is wrong
- has possessions which are damaged or "go missing"
- comes home with clothes torn or books damaged
- has unexplained cuts or bruises
- cries themselves to sleep at night or has nightmares
- begins to bully other children or siblings
- gives improbable excuses for any of the above
- attempts or threatens suicide or runs away
- These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Prevention

At Fern Hill Primary, we aim to help children prevent and stand up to bullying. As and when appropriate, children may:

- write and sign class rules at the start of each year
- write stories or poems or draw pictures about bullying
- read stories about bullying or have them read to them during a lesson or assembly
- use role play and 'hot-seating' to help create feelings of empathy
- live our values of Inspiration, Collaboration, Empathy and Excellence

The school has a range of strategies in place to help children work and behave co-operatively in order to minimise the possibility of bullying taking place.

1. We take part in the National Anti-bullying week in November each year, involving all children in discussions about acceptable behaviours and ensuring all children know what procedures should be followed.
2. We also take part in E-safety week each year to promote the safe and positive use of IT. Both children and parents are made aware of how to use the internet safely and the possibilities of cyber bullying through specific lessons and through parent presentations and workshops, led by a local authority IT consultant .
3. We have regular school assemblies focussed around PSHE themes of bullying, friendship and expected behaviour.
4. Fern Hill has a clear Positive Behaviour policy that rewards positive behaviour. Our 6R's (respect, responsibility, reasoning, reflection, resourcefulness, resilience) are the skills and habits that enable the children to act in a responsible manner.
5. The school takes a proactive stance towards challenging behaviour at lunchtime. We have lots of fun equipment, play frames and activities available to ensure all children are positively engaged and active at lunchtimes to avoid unwanted behaviour. Specific areas of the playground are timetabled to ensure fair use of the resources.
6. Lunch time club runs for KS1 & 2 children who wish to have a quiet space to be at lunch.
7. Above all children are encouraged to recognise STOP –Bullying is Several Times On Purpose and if they feel they are being bullied or if someone they know is being bullied STOP again and 'Start Telling Other People'.
8. Parents are encouraged to talk to staff about any concerns in behaviour they may have.

Action against bullying

For the child who has been bullied:

- Children need to understand the outcome of 'telling' about bullying and what will happen to the bully and for them. They need to feel secure that their feelings will be respected and that the bullying should come to an end. Staff will make sure that the child who has been bullied feels safe and secure by responding in a calm, sensitive and reassuring manner.
- The bullying behaviour or threats of bullying must be investigated immediately and the bullying stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'
- The victim will be consulted about how to rebuild relationships with the person who has bullied them if this is something that they want to do.
- Referral to the school ELSA may be considered appropriate.
- Following investigations, staff will periodically 'check in' with children that have been the victim of bullying to ensure that the child feels happy and secure at school.

For the child who has been bullying:

- Behaviour is logged on SIMS
- The child should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no re-occurrence
- The child is helped to reflect upon their actions and to empathise with how the bullied child may feel.
- Children that have bullied are supported to modify their behaviour. This may be through structured lunchtimes including pastoral support
- Other consequences may take place such as loss of diamond time or other 'privileges' in school.
- After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

For parents:

- Parents / carers of both the child who has been bullied and the child who has been bullied will be kept informed throughout the process.
- Close contact will be maintained with the child's parents or carers to ensure that he/she adjusts positively back to school life as quickly as possible.
- Parent views will always be considered but the school will stress that wherever possible reconciliation will be considered in order to provide clear resolution for all concerned while not condoning the bullying.

Reconciliation

- If appropriate the child who has bullied will be asked at a suitable point to apologise, in writing or in person.
- Children will be encouraged to reconcile any issues over a period of time so that any injustice can be rectified.

Procedures – Reporting*Children*

- Children are encouraged to 'Start Telling Other People'
- They are encouraged to report possible bullying to any member of staff they trust, a friend or a member of their family.
- If the child is finding it difficult to vocalise their concern they may post a message in the school worry box to voice any concerns. They may request to talk to someone. The boxes will be checked every week by the ELSA team who will then arrange the appropriate intervention.
- Children who are 'bystanders' are encouraged to support their peers by reporting any suspected bullying to an adult.

Staff

- All incidents of suspected bullying will be dealt with by the member of staff it is reported to, usually the class teacher. Teaching Assistants should report to a class teacher if they have any concerns about potential bullying. This must then be shared with SLT to determine if the incident is logged as bullying.
- Lunchtime supervisors report to class teachers if there are any concerns relating to a child's behaviour. This is then fed back to the middle or senior leaders as necessary.

- All staff are responsible for the health and well-being of the children and have a duty to respond seriously to any claim of bullying.

Parents

- Parents are encouraged to share any concerns with their child's class teacher.
- In serious cases, parents will be informed and will be asked to come in for a meeting to discuss the issue.

Procedures – Recording

Fern Hill Primary is an "Attachment Aware" school - Staff will use the CALM approach - Connect, Acknowledge, Limit and Make a plan.

All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support everyone involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for responding to bullying allegations or incidents:

- Incidents are recorded on SIMS. The concern is then shared with the parents/carers of the child who has been bullied and the child who has bullied to ensure all parties are informed. Action to be taken is mutually agreed between the teacher, child and parent/carer. The class teacher has a responsibility to monitor behaviour regularly and meets with the Phase lead to check for patterns of behaviour. Follow up meetings may be necessary to review the situation and a member of SLT may be asked to attend.
- The Senior Leadership Team are responsible for monitoring SIMS for issues related to Bullying and will liaise with class teachers and other staff to ensure that incidents of bullying are not missed.

Measuring Progress

Periodic analysis of SIMS i.e. numbers of incidents, type of incidents, numbers of children involved; analysis of sanctions etc. will help staff to measure the success of our policies.

Sources of further information support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of Organisation	Website
Act Against Bullying	www.actagainstbullying.org
Advisory Centre for Education (ACE)	www.ace-ed.org.uk
Childline	www.childline.org.uk

Signed: [signed copy held by the Head of Governance]

Sean Weston, Chair Fern Hill Local Academy Committee

Adam Scott, Head teacher