



Children and learning at the heart
of our CARE-ing community

Old Fletton Primary School

Anti-Bullying Policy

Version 3 - November 2018

OUR ASPIRATION FOR OLD FLETTON PRIMARY SCHOOL

Bullying	We will challenge all aspects of children's behaviour, that is deemed to be bullying. Often intervening before the offence can be repeated, we will work to the best of our ability to instil to values of CARE in all members of our community.
Purpose	Our aim is for all children to be happy and successful in school and have the right to a calm and trouble free learning environment.
Linked policies	Behaviour & Expectations Policy Safeguarding & Child Protection Policy Learning & Teaching Policy Outdoor & Educational Visits Policy Home School Agreement

What is the policy for?	This is for all members of the Old Fletton Primary School community so that there is a common understanding about what we expect from our children both in and out of school.
Who has devised and contributed to this policy?	This policy was initially written by Peterborough Local Authority and subsequently amended by the Headteacher.
How will this policy be communicated?	This policy is available on the school website and in the Headteacher's office.
How will this policy be monitored?	Staff will complete a form outlining the allegation and the Headteacher or Deputy Headteacher will investigate each one. Regular updates on bullying will be reported to the Governors and the policy will be reviewed every year in line with the policy monitoring schedule.

Introduction

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks, sexual remarks, homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyber bullying (computer, text, skype, social media).

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school.

Our school's teaching and support staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory Duty of Schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

School

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the headteacher
- the head teacher will interview all concerned and will record the incident in a bullying log
- class teachers will be kept informed and if it persists the class teacher will advise the appropriate adults within school
- parents/carers will be kept informed
- punitive measures will be used as appropriate and in consultation with all parties concerned.
- Incidents of bullying will be reported to both the governing body and the Local Authority

Pupils

Pupils who have been bullied or who have reported bullying will be supported by:

- offering an immediate opportunity to discuss the experience with their teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence.

Pupils who are found to be, or alleged to be, bullies will be helped by:

- discussing what happened
- discovering why the pupil became involved

- establishing the wrong doing and need to change
- informing parents/carers to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- official warnings to cease offending
- withdrawal of privileges
- exclusion from certain areas of school premises
- appropriate length fixed term exclusion
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies and teaching time, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, Evaluation and Review

The school and governors will review this policy annually and assess its implementation and effectiveness through pupil voice and evidence of number and nature of incidents in the bullying log. The policy will be promoted and implemented throughout the school.

Bullying

Don't Suffer in Silence



If you are being bullied

- ✓ try to stay calm and look as confident as you can
- ✓ be firm and clear - look them in the eye and tell them to stop
- ✓ get away from the situation as quickly as possible
- ✓ tell an adult what has happen straight away

After you have been bullied

- ✓ tell a teacher or another adult in your school
- ✓ tell your family
- ✓ if you are scared to tell an adult by yourself, ask a friend to come with you
- ✓ keep speaking up until someone listens and does something to stop bullying
- ✓ if your school has a **peer support service**, use it
- ✓ don't blame yourself for what has happened

When you are talking to an adult about bullying, be clear about

- ✓ what has happened to you
- ✓ how often it has happened
- ✓ who was involved
- ✓ who saw what was happening
- ✓ where it happened
- ✓ what you have done about it already

If you find it difficult to talk to anyone at school or at home, ring **Childline**, Freephone 0800 1111, or write, Freepost 1111, London N1 0BR.
The phone call or letter is free. It is a confidential helpline.