



Fremington Community
Primary & Nursery School

ANTI-BULLYING POLICY

Policy Information

Non-Statutory

Approved/Reviewed by: FGB

Model: School

Version: January 2020

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Review Due: January 2024 (4 years)



Anti-bullying policy

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 at schools.

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 main types of bullying are:

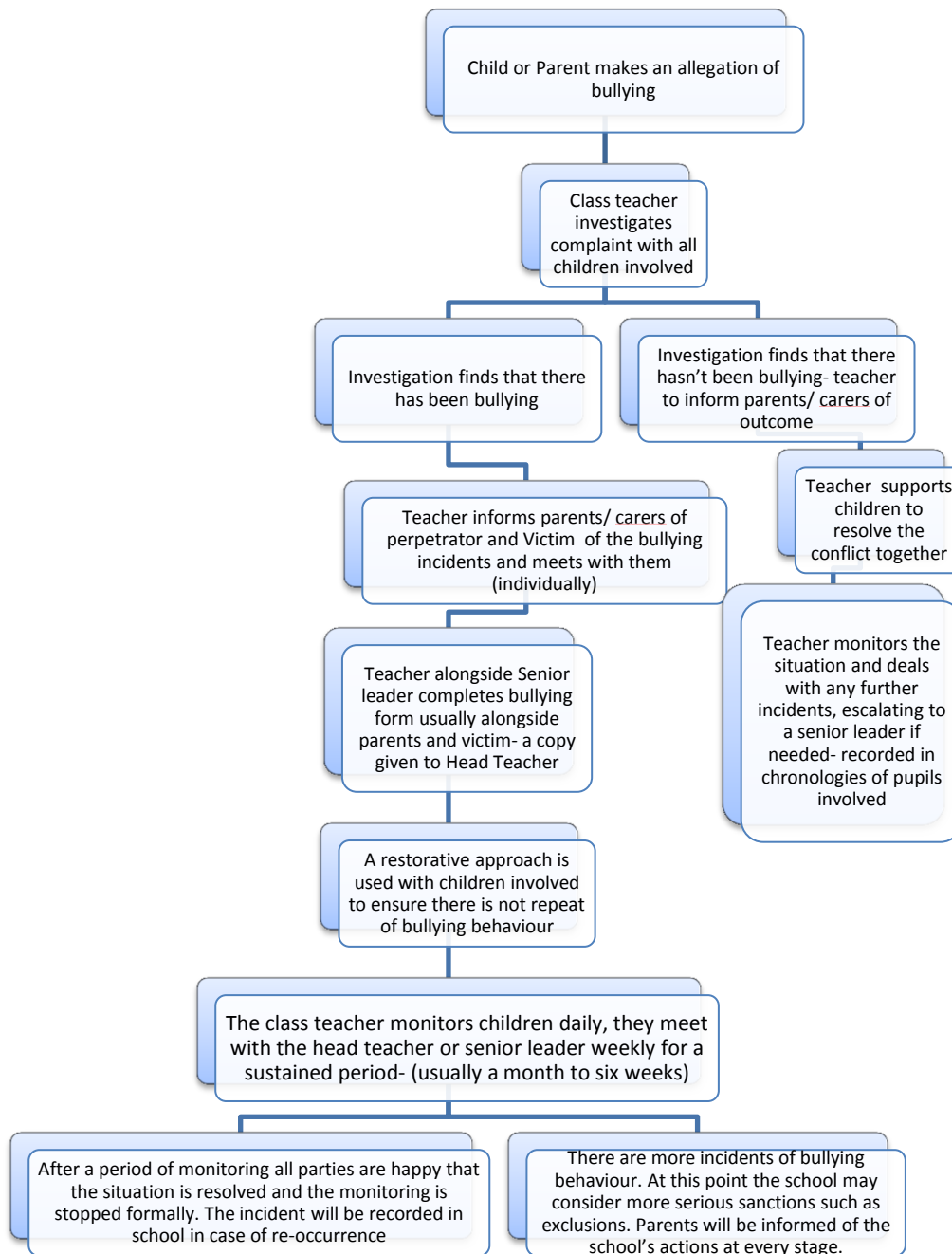
- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- cyber-bullying (including Facebook, Twitter, TikTok, mobile phone texts etc)

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 schools.** However, due to the nature of bullying, children may not feel confident in doing so, therefore school staff must be vigilant to the signs of bullying and act promptly and firmly against it in accordance with school policy. If a child says they are being bullied, we listen and ensure that follow up action is taken.

Statutory duty of schools

Head teachers 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. In our school we make sure bullying and how to deal with bullying is taught through PSHE sessions, through circle times, workshops, through activities in anti-bullying week and e-safety week and in other areas where relevant.

Implementation- we use the following process to deal with reported bullying in our school:



Parents will be kept informed and follow up meetings scheduled to ensure there have been no further incidents.

In the first instance restorative techniques will be used with the children to encourage empathy and understanding in the aggressor. This approach enables the ‘bully’ to understand the feelings and effect their actions are having on the ‘victim’. It is also important to examine the causes of the bullying, for example there could be an issue for the ‘bully’ that is causing the behaviour.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their teacher or another member of staff of their choice
- When appropriate, to discuss with the 'bully' what has happened and how it has made them feel.
- Re-assuring the pupil, making sure they feel safe in school.
- offering continuous support- checking in daily
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- Where appropriate, discussing the incident with the 'victim'
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the behaviour of the pupil

The following disciplinary steps can be taken if bullying persists:

- official warnings to cease offending
- Exclusion from playtimes/ breaktimes
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Monitoring, evaluation and review

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.