



Fremington Community  
Primary & Nursery School

# **ANTI-BULLYING POLICY**

## **Policy Information**

Non-Statutory

Approved/Reviewed by: Teaching & Learning Committee

Model: School

Version: September 2010

Last reviewed/approved: October 2015

Minute Ref: FGB Oct 2015/7

Review Due: October 2019 (4 years)





# Fremington Community Primary & Nursery School

## 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, Snapchat, 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

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, and let the class teacher know.

A clear account of the incident will be recorded using the school's bullying incident report form and given to the head teacher.

The head teacher will interview all concerned and will record the incident.

Class teachers will be kept informed and if it persists the class teacher will advise the other members of staff who have contact with the children, particularly the break time and lunch time duty staff.

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.

If the issue persists, sanctions will be used as appropriate and in consultation will all parties concerned

### **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.