

Anti-bullying Policy Firs Farm Primary School

1 Introduction

- 1.1 Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.
- 2 We expect all pupils to respect for other young people and adults including freedom from bullying and harassment that may include cyber bullying and prejudice based bullying related to SEN, Sexual orientation, sex, race religion and belief or disability.
- 3 The school follows the UNICEF Values of a Rights ERespecting School.

2 Aims and objectives

- 2.1 At Firs Farm Primary School we believe that bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Prevention

- At Firs Farm primary school we believe the most effective way to deal with bullying is through prevention. We have various tools that we use to prevent bullying and as well as enabling children have support to deal with any concerns they may have. This includes;
- A worry Box: A box where children can put any concerns they may have regarding bullying. Children that do this will always be spoken to by a member of staff and their concerns taken seriously.
- We are a rights respecting school: All children are taught the importance of respecting others rights and know if their rights are infringed then they can speak to a member of staff who will listen to them.
- Through our assemblies and PSHE lessons we have created a school ethos that clearly demonstrates that bullying of any form is unacceptable.

3 The role of governors

- 3.1 The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

Anti-bullying Policy

- 3.2** The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- 3.3** The governing body responds within the statutory time to any formal complaint regarding bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the headteacher

- 4.1** It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) is aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- 4.2** The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- 4.3** The headteacher ensures that staff receive on-going training to be equipped to deal with all incidents of bullying.
- 4.4** The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5 The role of the teacher

- 5.1** Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class.
- 5.2** If teachers witness an act of bullying, they do all they can to support all children involved. If a child is being bullied, then, after consultation with the headteacher, the teacher informs the child's parents.
- 5.3** A central 'Cause for Concern' file is kept by the headteacher. Incidents of bullying that occur in or near the school are logged and investigated.
- 5.4** If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the Behaviour Support Services.

Anti-bullying Policy

5.5 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. A new PSHE scheme 'SEAL has been introduced to the school.

6 The role of parents

6.1 Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Cyber-Bullying

The rapid development of, and widespread access to technology has provided a new medium for virtual bullying, which can occur outside the school.

As a school we take this very seriously and through our Computing and PSHE lessons we educate children on the potential dangers on line and what they can do if they are a victim of bullying on line.

Although Cyber bullying may take place outside of the school teachers have the power to discipline children for misbehaving outside the school premises "to such an extent as is reasonable". We will deal with cyber bullying involving our pupils even if the offences have taken place outside the school grounds.

Teachers also have the power, given by the Education Act 2011, to tackle Cyber bullying by searching and electronic devices, including mobile phones.

7 Monitoring and review

7.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request. A report is made to the Governors termly.

7.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually, checking the policy in place and through discussion with the Head teacher and in termly reports to the Governing Body.

Signed:

Date: