



## *Anti-bullying Policy*

*Reviewed: Spring 2017*  
*Review Date: Spring 2019*

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Headteacher

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Chair of Governors

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Date

# *Featherstone Wood Primary School*

## **Statement of Intent**

At Featherstone Wood Primary School, we are committed to providing a caring, safe and nurturing environment where pupils can learn, in a relaxed and secure atmosphere, enabling them to feel valued and confident.

Bullying of any kind is unacceptable at our school. Bullying hurts both physically and emotionally and can be very frightening to the person being bullied. If bullying does occur, all pupils should be able to tell any member of the school community 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 speak out.

The DfE defines bullying as:

*'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.'* "Preventing and Tackling Bullying"  
DfE 2011

Bullying in any form, by anyone, will not be tolerated at Featherstone Wood Primary School. We do not accept any form of behaviour which hurts, threatens or frightens any member of the school community. Everyone has the right to feel safe and happy in school and in the playground. We believe in eradicating bullying without victimizing the bully. Featherstone Wood is a safe environment for all and we have created a culture of vigilance.

Featherstone Wood is committed to minimizing the risk of peer on peer abuse and information about how allegations of this type are investigated and dealt with are detailed in the school's child protection policy.

## **Aims**

- To promote the well-being of all pupils, based on trust between all members of the school community. It is everyone's responsibility to prevent bullying from occurring.
- To offer an environment free from verbal and physical abuse and to provide an education free from humiliation and oppression, where everyone has the chance to take part in the social and educational opportunities offered by the school.
- To report and record all instances of bullying.
- To promote a 'whole school' approach, where signals and signs are identified and swift and effective action taken.

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- To ensure all Governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- To ensure all Governors, teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- To ensure all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.

### **What is bullying?**

Bullying or prejudiced based bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic/transphobic - because of, or focusing on, the issue of sexuality or transsexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - including sending inappropriate, offensive or degrading text messages, emails or instant messages, setting up websites or contributing content to social networking sites that is designed to embarrass or upset individuals or collective exclusion of individuals from social networking sites.

### **Why is it Important to Respond to Bullying?**

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Pupils who are bullying need to learn different ways of behaving.
- Schools have a responsibility to respond promptly and effectively to issues of bullying.

### **Signs and Symptoms**

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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:

- is frightened of walking to or from school
- doesn't want to come to school
- is alone all the time
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **What happens at our school if bullying is reported**

1. Report bullying incidents to staff. Details will be recorded on CPOMS by a member of staff, and children (both victim and bully) placed on Playground Watch as appropriate
2. The bullying behaviour or threats or bullying must be investigated by the class teacher or member of the Senior Leadership Team.

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3. In cases of serious bullying, the incidents will be recorded onto CPOMS by the Class Teacher and the Headteacher or Assistant Headteacher informed.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem and a suitable step on the behaviour policy will be agreed
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. Incidents of bullying are reported to the chair of governors and highlighted in the Headteacher's report to the governors.
7. An attempt will be made to help the bully (bullies) change their behaviour by use of appropriate interventions.
8. If necessary and appropriate, police will be consulted by the Headteacher, following consultation with the Chair of Governors.

### **Outcomes**

1. Play ground Watch may reveal that there is no on-going problem or that other children and their parents may have to be involved
2. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place, using some of the sanctions from the behaviour policy
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. In serious cases, suspension or even exclusion will be considered

### **Prevention**

We will use different methods for helping children to prevent bullying, including peer on peer bullying. As and when appropriate, these may include:

- delivery of SEAL 'Anti-bullying' unit within PSHE curriculum
- delivery of 'bullying' module in the 1decision PSHE programme
- assemblies focussing on aspects of the SEAL and 1Decision programmes
- participation in anti-bullying initiatives e.g. Anti-bullying week
- expanding on the Golden Rules to ensure that a class have real understanding

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- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters in Circle Time
- having discussions about friendship and why it matters in Circle Time

**Adults in school are also entitled to protection from bullying. If a member of staff feels bullied or threatened in any way they should refer to the Staff Grievance Policy from Hertfordshire County Council. This is available online at :**

**<http://www.thegrid.org.uk/downloads/trade/personnelguide/chapter4.pdf>**

Staff members would be encouraged in the first instance to speak to the other person or seek help from the Headteacher or Assistant Heads. Staff members' professional associations will also be able to help and support.

### **HELP ORGANISATIONS:**

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

Parentline Plus

Bullying Online

Kidscape

DFES

Childline

NSPCC

0845 1 205 204

0808 800 2222

[www.bullying.co.uk](http://www.bullying.co.uk)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.dfes.gov.uk/bullying](http://www.dfes.gov.uk/bullying)

[www.childline.org.uk](http://www.childline.org.uk)

[www.nspcc.org.uk](http://www.nspcc.org.uk)

### **Linked policies:**

Child protection policy

Positive behavior policy

Exclusions policy

## Appendix 1

### *Acceptable Adult Behaviour on School Property*

There are three key principles that underpin behaviour management at our school:

**Everybody has the right to feel safe in school *and* the responsibility to keep others safe.**

**Feelings are *feelings*; Behaviour is chosen.**

**When we feel good about ourselves, we behave better, work harder, learn more, and form better relationships**

Featherstone Wood is a primary school where we set high expectations for the pupils. All adults visiting the school site are expected to be positive role models for all our young people. Everyone has a right to feel safe and to be able to express their views in a professional manner without feeling intimidated or persecuted. We have high standards for the children and expect the same from all the adults involved.

The following is deemed to be unacceptable behaviour: -

- bad language
- passing of comments about other people and their children
- approaching other people's children to discuss incidents with them
- fighting and being verbally aggressive
- putting negative comments or naming children/the school/staff on social media
- tackling parents about issues
- being rude or aggressive to any member of staff or parent
- allowing your children to be unruly and disruptive on school site
- not supervising your children around the car parks
- consumption of drugs including smoking and e-cigarettes or alcohol
- bringing pets on to the school site

If you have any concerns it is important that you raise them with the school and not approach another parent. The school will be able to investigate situations and respond in line with policies without emotions becoming involved.

Possible actions to be taken: -

- meeting with class teacher
- meeting with SLT member
- warning about behaviour
- ban from site
- police involvement and possible prosecution

We look forward to working closely with parents to make their child's time at our school a positive, valuable and fun learning experience and continue improving the school.

## Appendix 2

### *What is bullying?*

#### DEFINITIONS

##### **Bullying is:**

**'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally**

The school works hard to ensure that all pupils know the difference between bullying and simple everyday 'falling out' or one-off playground incidents. We teach children to be precise in the language they use when reporting incidents so that adults can respond to them appropriately: *e.g. not saying 'she beat me up' – when actually it was a minor push.*

Parents should bear this in mind when listening to their children. It is the most upsetting thing to think that your child might be experiencing something that is making them unhappy – but it is only true bullying if it is **repeated over time**.

The school has a duty of care to protect all staff, volunteers and visitors from harassment and bullying. Any adult on site is expected to conduct themselves in a manner that does not breach these policies. The school expects all adults on site to act as positive role models for all the children and any harassing or bullying type behaviour will be dealt with in accordance to the schools policies.

- Physical contact ranging from touching to serious assault
- Verbal and written harassment/bullying through jokes, offensive language, gossip and slander. Including via social media.
- Visual display of posters, graffiti and obscene gestures
- Isolation or non-cooperation
- Coercion
- Constant humiliation, ridicule or unjustified criticism
- Intrusion by pestering, spying and following
- Generalisations, stereotyping or inappropriate forms of address
- Unreasonable expectations
- Refusal to listen to explanations
- Abusive, unsolicited, inappropriate or threatening behaviour



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- Persistent, offensive, intimidating, malicious or insulting behaviour