



**Flushdyke J & I School**

# **Anti-Bullying Policy**

Approved by: Governing Body

Date: June 2020

Review Date: June 2021

## Introduction

The Governing Body of Flushdyke Junior and Infant School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell 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 tell the staff.

### What is Bullying?

Bullying is hurting another person ***deliberately and persistently***. Bullying results in pain and distress to the victim.

What forms does bullying take?

- Name calling – using bad language;
- Physical;
- Destroying other people's property;
- Persistent mental cruelty;
- Racist/sexist remarks;
- Spreading rumours;
- Discrimination;
- Personal remarks;
- Saying unkind things about your family;
- Hurting feelings;
- Cyber bullying;
- Teasing about being gay;
- Teasing about physical features(e.g. being short/tall/'fat'/'thin')

To clarify; we understand that 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 because of, or focussing on the issue of sexuality;
- Verbal name-calling, sarcasm, spreading rumours, teasing;
- Cyber- All areas of internet, such as email & internet chat room misuse Mobile threats by text Messaging & calls;
- Misuse of associated technology, i.e. camera & video facilities.

Why is it Important to Respond to Bullying?

- Bullying hurts;
- Bullying can ruin lives;
- No one deserves to be a victim of bullying;
- Everybody has the right to be treated with respect;

- So that people will know what to do and bullying can be dealt with school will be a better place;
- To make our school a safer place;
- To stop people being bullied and help the bullies become better people;
- So that everyone is confident and feels safe about school.

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is;
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported;
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises;
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported;
- Bullying will not be tolerated;
- That it will be understood that everyone needs to take responsibility for bullying.

### **Signs and Symptoms**

Children may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and also that they should investigate if a child:

- Is frightened of walking to or from school;
- Doesn't want to come to school;
- Is increasingly alone;
- Is not progressing so well in lessons;
- Doesn't want to talk to anyone;
- Is aggressive;
- Shows unusual behaviour;
- Appears depressed;
- Becomes withdrawn anxious, or lacking in confidence;
- Starts stammering;
- Feels ill in the morning;
- Comes home with clothes torn or books damaged;
- Has possessions which are damaged or " go missing";
- Asks for money or starts stealing money;
- Has dinner or other monies continually "lost";
- Has unexplained cuts or bruises;
- Stops eating;
- Is frightened to say what's wrong.

### What do we do at Flushdyke Junior and Infant School to prevent bullying?

- SEAL & PSHE curriculum;
- Class Charters;
- Displays;
- Achievement Assembly to make children feel confident;
- Certificates, stickers, 'special mentions';
- Adults who are easy to approach and talk to;
- Circle Time;
- PSHCE lessons;
- Work and activities during Anti-Bullying Week;
- Playground buddies;
- Anti Bullying box;
- Learning mentor provides individual support to children and families;

### What happens at our school if bullying is discovered?

- It is important to tell someone so that the school can help;
- Report bullying incidents to staff;
- Pupils will be able to write down what incident(s) and place in the 'anti bullying box' to be investigated by the learning mentor;
- The bullying behaviour or threats of bullying must be investigated by the class teacher or senior teacher;
- In cases of serious bullying, the incidents will be recorded by class teachers. The Head teacher or assistant Head teacher should be informed;
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem;
- When necessary, governors will be informed by the Teacher Representative Governor;
- The school may arrange a meeting for both bullied child and child accused of bullying and their parents / carers with a mediator to try to resolve the situation;
- If necessary and appropriate, police will be consulted by the Headteacher;
- We believe that it is necessary for the perpetrators of bullying are sanctioned, so that everyone can understand that bullying is serious. We will also support them too, so that they can understand their feelings and change their behaviour.
- Support may include: Emotional Literacy ,individual or small group support / Peer Mentor support / PSP;
- Sanctions will be tailored to the age of the child and circumstances. Details of punishments may be confidential;
- The person doing the bullying may be asked to genuinely apologise when they understand how they have hurt the person being bullied.
- In serious cases of bullying, suspension or even exclusion will be considered by the Head Teacher with the governors.
- After the incident / incidents have been investigated and dealt with, each case will be monitored by Class Teacher and Senior Staff to ensure repeated bullying does not take place.

This policy should be considered alongside the following documents:

- The PSHE Policy;
- The Positive Behaviour Policy;
- Policy for Ethnic Diversity;
- Policy for Sex and Relationships;
- Drugs education Policy;

### **Monitoring the Effectiveness of the Policy**

The effectiveness of this policy will be reviewed annually, or when the need arises, and the necessary recommendations for improvement will be made to the Governing Body.

Signed:

Date:

Mrs T Palk  
Headteacher

Signed: Approved at virtual GB Meeting and sent via email dated 29/06/2020

Mrs J Lawton  
Chair of the Governing Body