



## Anti-Bullying Policy

### Document Management

This document was adopted by the Governing Body/SLT: September 2019

This document is subject to annual review in September 2023

### Document Control

This document is mastered on (location) Staff shared area (V:) /POLICIES/2022-2023

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Reference	Description	Date
Miss Running	Document reviewed by Full Governing Body/ SLT	September 2021
SLT	Document reviewed by Full Governing Body/ SLT	December 2022

For clarity throughout this policy the words Franche Community Primary School, school and/or setting refer to all childcare services provided on the Franche Community Primary School site. Including: Children's Centre, TOTS@Franché, Holiday Club and Breakfast/After School Club.

### Aims:

This policy aims to explain:

1. Our Anti-Bullying intent for Franche Community Primary School.
2. Implementation: How we ensure there are consistent approaches to the provision of anti-bullying for all pupils.
3. Impact: How we monitor and prevent bullying, and how this has an impact upon learning.

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to reach their potential academically, socially, personally and supporting their well-being through learning and playing in a safe and secure environment.

#### Policy objectives:

- This policy outlines what Franche Community Primary School will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community.
- Franche Community Primary School is committed to developing an anti-bullying culture where the bullying of children or young people, and adults is not tolerated in any form.

This policy links with several school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Child protection policy
- Online safety and Acceptable Use Policies (AUP)
- Curriculum policies, such as: PSHE, citizenship and computing
- Mobile phone and social media policy
- Child-on-child abuse policy

#### Our School Ethos

- We nurture the well-being and mental health of children.
- We do not tolerate the bullying or intimidation of other children or adults. Incidents of this nature are dealt with immediately.
- We seek to empower all children to inform an adult if they feel they are being bullied or intimidated.
- We regularly promote our anti-bullying message of "Tell an Adult you Trust" and "STOP" (Several Times on Purpose) in school assemblies and during curriculum time.
- We promote the Peer Mediation scheme for children which allows children to access their peers for support. Mediators are fully trained to seek advice and support from staff when needed.
- We encourage children to value others and as a school we aim to provide *all* children with equal opportunities.
- The school will not tolerate any form of racial, sexual or gender-based harassment.
- The school implements and monitors acceptable user policies, promoting E-safety.

#### Responsibilities

It is the responsibility of:

- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the Senior Leadership Team has been identified to support any actions required.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including: governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- We encourage children to speak out by talking to a trusted adult.
- Pupils to abide by the policy.

Bullying can take many forms:

- Race, religion or culture
- Sexual orientation (or alleged orientation) or of a sexual nature
- Disability or SEN
- Appearance or health
- Gender identity

#### There are four main types of bullying:

- Physical **e.g.** hitting, kicking, stealing or hiding belongs, sexual assault
- Verbal or written **e.g.** name calling, insulting
- Indirect/emotional **e.g.** spreading rumours/stories, exclusion

- Cyberbullying e.g. use of social media, Apps i.e. WhatsApp, TikTok etc, offensive or abusive text or email messages, sending offensive or degrading images via phone or internet

#### Responding to Bullying

- All cases of alleged bullying should be reported to the Headteacher or senior member of staff. In any case of alleged bullying, either the class teacher, a senior member of staff, or Headteacher should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents/carers and pupil witnesses, if necessary and appropriate.
- If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.
- All bullying incidents must be recorded on CPOMS. Parents of both parties should be informed. If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s)/carer(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved.
- Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

#### Behaviour Policy

- Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive, nurturing relationships, to prevent inappropriate behaviour, and promote positive behaviour.

#### Safeguarding Policy

- This policy works in conjunction with the Safeguarding Policy and recognises that bullying can have a negative impact on children's well-being and attendance.

#### Bullying Prevention

At Franche Community Primary School we believe that preventing and raising awareness of bullying through assemblies and our curriculum is essential.

- Through assemblies as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument.
- Pupils are taught to tell a trusted adult in school if they are concerned that someone is being bullied.
- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

### Strategies to deal with Bullying

- CONCERN - if bullying is noted by a member of staff or it is reported to them by a parent then the concern should be immediately raised with the Class Teacher and/or Year Band Leader or Assistant Headteacher.
- DISCUSSION - with the victim about their feelings, establish events and for pupil to write down or tell their side of the incident.
- MEETING - arrange meeting with all involved.
- EXPLAIN - explain the issue and concerns, discuss the consequences of their actions in relation to the victim's feelings.
- SHARE - discuss with those involved a solution and way forward.
- MONITOR – staff will monitor the implementation of the solution. Parents will be duly informed of the outcome of this process.

If the above strategies are unsuccessful a meeting will be arranged with the Headteacher, members of Senior Leadership Team and the pupil's parent/carers.

### Education and Training

The school community will:

- Train all staff, including: teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures (including recording and reporting incidents).
- Consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school/student council, friendship week, anti-bullying week etc.
- Provide systematic opportunities to develop pupils' social and emotional skills, including building their resilience and self-esteem.

Date of last review: December 2022

Date of next review: September 2023