



ANTI-BULLYING and CYBER BULLYING POLICY

(Links with other school policies – Safeguarding, Behaviour and Discipline and E-Safety)

Reviewed

January 2024

Next Review

January 2025

Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Foxes Piece School, we are committed to providing a caring, friendly and safe environment for all members of the school community so that learning can take place in a relaxed and secure atmosphere. Bullying is an anti-social behaviour and affects everyone. All types of bullying are unacceptable at our school and **will not** be tolerated. We work together to promote and create an environment where everyone feels safe and valued.

What is Bullying?

Bullying is an act of aggression; causing embarrassment, pain or discomfort to someone. It is an abuse of power and it may be perpetrated by individuals or groups of people.

Bullying generally takes one of four forms:

- Indirect being unfriendly, spreading rumours, excluding, tormenting (eg hiding bags etc)
- Physical pushing, kicking, hitting, punching, slapping, spitting or any form of violence
- Verbal name-calling, teasing, threats, sarcasm

- Cyber - All areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging. Mobile threats by text messaging and calls. Misuse of associated technology, ie. camera and video facilities, mobile technology

Although not an exhaustive list, common examples of bullying include:

- Racial bullying
- Homophobic bullying
- Bullying based on disability, ability, gender, appearance or circumstance

Why is it Important to Respond to Bullying?

Bullying hurts. No-one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Our school takes its responsibility to respond promptly and effectively to issues of bullying very seriously. It is important that children feel secure about speaking out if they feel that they are being bullied. They must not be made to feel that they are "tale-telling" or "sneaking". Talking through situations and recording them on CPOMs help the school monitor frequency of type of incidents.

Behaviour Online

The same high expectations of behaviour are applied when children are online. Incidents often occur outside of the school day and off the school premises. Although parents are responsible for this behaviour, we encourage parents to contact the school if any incidents have taken place. Sanctions will be used when behaviour online poses a threat or causes harm to another pupil, or could have repercussions for the orderly running of the 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

The Responsibilities of Staff

Our staff will

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the DSL/Headteacher. A clear and precise account of the incident will be recorded and given to the Headteacher (CPOMs).
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their class teacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Informing the school of any suspected bullying.
- Co-operating with the school to resolve incidents.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Social and emotional support
- Friendship groups

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude and behaviour of the child

Action which may be taken:

- Contacting parents/carers of all pupils concerned in the bullying incident
- Investigation
- Feedback to those concerned
- Sanctions

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, workshops, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Prevention

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Writing and implementing a set of school rules
- Signing a Home/School Agreement
- Using Art, Drama or Music to reinforce awareness and PSHE assemblies
- Reading stories about bullying or having them read to a class or assembly
- Having regular discussions about bullying and why it matters
- Conflict resolution activities

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.