

# Anti-Bullying Policy 2016



**Policy agreed:** October 2016

**Review date:**

**Nexus Education Schools Trust (NEST)**  
*group of schools*

## FARNBOROUGH ANTI BULLYING POLICY

### Our Values Statement

*At Farnborough Primary School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can have fun and can learn in a happy, relaxed and secure atmosphere. We believe that everybody has the right to be treated with respect, and that 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.*

### Goals and Objectives of this Policy

Our Anti Bullying Policy works in conjunction with our behaviour policy, and aims to achieve the following:

- All children feeling safe and able to learn, play, and enjoy the company of others.
- All children treated fairly, with respect, and dignity.
- All children able to be heard and their emotional concerns are taken seriously.
- All children aware of what bullying is and is not, and able to report their concerns in the knowledge that action will be taken where appropriate.

We aim to achieve this by:

- Showing commitment to overcoming bullying by practising zero tolerance
- Informing pupils and parents of the school's expectations and fostering a productive partnership, which helps maintain a bully-free environment
- Making staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

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 their concerns will be listened to when bullying is reported.

### What Is Bullying?

Bullying is behaviour used with the intention of hurting another person. Bullying results in pain and distress to the victim. **Bullying is repeated over a period of time.** We recognise that bullying can take many forms:

- **Emotional** - deliberately excluding and isolating, 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.
- **Damage to property** – pupils may have property damaged or stolen.
- **Cyber** - All areas of internet, such as email and internet chat room misuse.  
Mobile threats by text messaging and calls.  
Misuse of associated technology, i.e. camera and video facilities.

## Signs and Symptoms

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;
- begs to be driven to school;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- begins to truant;
- becomes withdrawn, anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- 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 unexplained cuts or bruises;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;
- is afraid to use the internet or mobile phone;
- is nervous and 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.

## Preventing Bullying

To reinforce the school ethos we will termly and during Anti Bullying Week, or when bullying occurs, discuss bullying and reinforce the following strategies:

- Remind children that silence is the bully's greatest weapon
- Remember that you do not deserve to be bullied. It is wrong
- Be proud of who you are. "It is good to you"
- Try not to show the bully you are upset – bullies thrive on fear.
- Stay with a group of friends/people. Safety in numbers.

- Be assertive – shout ‘No!’ Walk away confidently. Go straight to a member of staff.
- Fighting back might make things worse.
- It is better to tell an adult straight away.
- Teachers/Staff will take bullying seriously and will deal with the bullies in a way that will end the bullying and not make things worse.

#### **4. Strategies Employed to Address Issues of Bullying**

##### **Procedures**

- Report bullying incidents to staff.
- In cases of serious bullying, the incidents will be recorded by staff.
- In serious cases parents should be informed and will be asked to come to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the
  - bullying stopped quickly.
- Support will be given to help the bully (bullies) recognise and change their behaviour – this will usually be done in tandem with the class teacher and appropriate phase leaders.
- Support will be given to the victim(s) of bullying to help build self-esteem – this will usually be done in tandem with the class teacher and relevant staff.

##### **Outcomes**

- The bully (bullies) will be asked to genuinely apologise. Other consequences may follow. The Behaviour Policy should be referred to as it outlines our sanctions system.
- In serious cases, fixed term exclusion or even permanent exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

##### **Prevention**

- Farnborough Primary School acts to prevent and counter bullying through a range of explicit anti-bullying interventions alongside more implicit positive behaviour reinforcement activities. As outlined in our Behaviour Policy, we place a great deal of emphasis on encouraging and supporting children to treat each other and adults with respect and kindness. We model and reward considerate behaviour towards others and make clear the values of respect by which we operate at Farnborough Primary School.
- Children are helped to take responsibility for their actions and, just as importantly, to make amends for any misdemeanour. By doing so, the likelihood of bullying behaviour is diminished, as children are called to account for their actions, as well as secure in the knowledge that if they have experienced bullying by others, action is taken by the school.
- Farnborough Primary School recognises the UK national Anti-Bullying Week annually – raising awareness of what bullying is and isn’t, and how to respond to bullying.

Teaching teams reinforce learning throughout the year through PHSE and Circle Time sessions with their class.

### **Advice to Parents**

As the parent of a child whom you suspect is being bullied-

- Report bullying incidents to the class teacher, Racism Co-ordinator (Mrs Ashley), or Anti-Bullying Co-ordinator (Mrs Browne).
- In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
- In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

### **Do Not:**

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

### **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345 KIDSCAPE

Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Youth Access 020 8772 9900

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

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support , links and advice.