

Fountaindale School

Anti-Bullying Policy

Signed

Chair of Governors

Interim Executive Head Teacher

Date of Review: November 2019

Due Review Date: November 2020

Statement of Intent

Fountaindale 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 in 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 defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in pain and distress to the victim. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching, ramming or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments, upskirting
- 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

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:

- doesn't want to go on the school transport
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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 & 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

Objectives of this Policy

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

The schools policy and procedures in relation to bullying will reflect the Local Authority's 'Guidance for Schools: Bullying and Prejudice-Related Incidents' (Jan 2015).

All governors and teaching and non-teaching staff should be aware and know the content of other related school policies for Safeguarding, Behaviour and Discipline, E-Safety, Peer on Peer Abuse and Equality.

All governors, teaching and non-teaching staff should know what the school policy is on bullying,

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.

Aims

To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.

To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social Development.

To show commitment to overcoming bullying by practising zero tolerance.

To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.

To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Procedures

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded using the school's electronic recording system, MyConcern. The DSL team will decide if the incident warrants the involvement of the Interim Executive Head teacher if not it will be dealt with by the Head of School.
- Where the incident relates to prejudice-related bullying (e.g. race/ethnicity, religion/belief, disability/SEND, gender, gender reassignment, sexual orientation, etc.), the Local Authority's '**Bullying/ Prejudice –Based Incident Report Form**' will be completed by the Interim Executive Head Teacher and forwarded to the LA within 14 days of the incident.
- Class teachers and support staff will be kept informed.
- More serious or repeated incidents will go directly to the Interim Executive Head Teacher (IEHT) who will interview all concerned and take statements relating to the incident.
- In these cases, the IEHT will contact the parents or Carers of pupils involved in the incident and invite them to a meeting. The purpose of this meeting will be to inform, agree sanctions or a behaviour plan and outline to parents the possible consequences if incidents of bullying continue.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the pupil discipline policy.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.

The aim being to restore the pupil's self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Liaising with the Parents or Carers to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through specific inclusion in PSHE schemes of work, assemblies and LA planned events such as 'Bullying Week'.

The Role of All Staff

- To confront bullying in any form.
- To implement the procedures as set out in this policy
- To listen to all parties involved in incidents.
- To take appropriate action, or refer the matter to one of the Senior Leadership Team or the IEHT for further action
- To ensure all incidents of bullying are recorded
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying.
- To foster by example the values we as a school believe in.
- To promote the use of interventions which are least intrusive and most effective.

The Role of the Head of School

- To investigate any incidents as fully as possible
- To ensure all appropriate records are completed and passed onto the IEHT
- To decide if the incident requires further investigation by the IEHT

The Role of the IEHT

- Act immediately on parents' or Carers' suspicions.
- To further investigate all serious or repeated incidents of bullying as fully as possible.
- To inform parents and Carers
- Arrange support for both victims and bullies.
- Discuss with staff and parents or Carers suitable sanctions where necessary.
- To report incidents of prejudice-related bullying incidents to the LA within 14 days of the incident
- To retain all records for monitoring purposes

The Role of All Parents and Carers

- To report incidents or suspicions of bullying if:
 - Your child is a victim.
 - A friend of your child is a victim.
 - Your child is involved in bullying.
- To positively engage with the school in resolving identified issues

The Role of All Pupils

- Care for each other and report any incidents of unkind behaviour to any adult in the school.
- Support the child who is the recipient of unkind behaviour.
- BE A GOOD FRIEND.
- Avoid using unkind words and be aware of how behaviour may be viewed by others.
- Make an effort to include everyone in all activities.

All information will be treated with the utmost discretion, so that no one will feel compromised by passing it on

Monitoring and Evaluation

The policy will be monitored by the Senior Leadership Team and reviewed annually by the Governing Body.