



Preesall Fleetwood's Charity CE School

Anti-bullying Policy

Our School Vision Statement

'You are the light of the world. A school built on a hill cannot be hidden.'
Matthew 5:14 (adapted)

We will do our best, be kind, share ourselves with our community and shine from our hill, out into the world. At Fleetwood's Charity, we create a happy caring environment based on Christian Values, where we value every child and encourage them to strive for their highest standards of achievement. We ensure that our young people go into the world as confident, independent, responsible citizens with a love for learning. Our Vision Statement pays homage to our belief that there is something potentially wonderful in each individual, and that this is something to be proud of and share with others.

Anti-Bullying Policy

Rationale

Fleetwood's Charity School aims to provide a safe, happy environment for all our pupils so that learning can take place in a relaxed and secure atmosphere. Bullying of any kind is unacceptable and this policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, threatening, racist remarks
- Indirect – spreading rumours, excluding someone from social groups, social media

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, talking unusual absences or clinging to adults. There may be evidence of changes to work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school.

Bullying is sometimes related to discrimination: no form of discrimination will be ignored at Fleetwood's Charity School. Under the Equality Act 2010, an Equality Duty has been established which relates to: age, disability, gender reassignment, pregnancy & maternity, race, religion/belief, sex and sexual orientation. Where a bullying issue relates to any of these, the school will check relevant advice and legislation to ensure the issue is resolved well and under the law.

Procedures

- 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 and given to the SENCO or Head Teacher.
- In case of a serious or repeated incident the Head Teacher will interview all concerned and record the incident on CPOMS.
- Class teachers will be informed.
- Parents will be kept informed.

When dealing with suspected bullying incidents staff should adhere to the following 5 points

1. Never ignore suspected bullying
2. Don't make premature assumptions
3. Listen carefully to all accounts – several pupils all saying the same thing does not necessarily mean they are telling the truth
4. Adopt a problem-solving approach

5. Follow up repeatedly, checking bullying has not resumed

If a child has been bullied the action followed will depend on the severity of the incident. However, a hierarchy of sanctions will be followed which are set out below:

1. Warn them not to do it again
2. If it is serious or the child has repeated the behaviour after being warned a telephone call will be made to their parents or a letter will be sent to their parent/ carers and they will lose a privilege. This procedure will depend on the age of the child.
3. Parents will be invited into school to discuss the incidents.
4. Parents will be invited in again to review progress and / or for a final warning before exclusion.
5. The Head teacher may take the decision to exclude the child immediately. The parents then have the right of appeal to the governing Body and the LEA.

Strategies in school to prevent bullying behaviour

- Multi-agency work / links with St Aidan's High School
- Making use of curriculum opportunities to raise pupil awareness e.g. through RE, drama, role play, story writing
- Listening carefully to pupils and providing opportunities for them to express their views and opinions e.g. during circle time/ PHSE/ class council meetings
- Effective supervision of playgrounds, toilets and communal areas
- All pupils are made aware of playground rules
- Pupils produce anti-bullying posters/ leaflets that are displayed around school
- Peer mentor/ buddy system
- Establish strong links between the anti-bullying policy, the behaviour policy and our core Christian values
- Establish close liaison with parents
- Teach children how to be assertive rather than aggressive or timid
- Develop strategies to raise pupils' self-esteem
- Teach children that it is ok to 'tell'
- Use of SEAL/Anti-Bullying materials
- Take part in Anti-Bullying Week

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
- Restoring 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
- Informing parents or guardians to help change the attitude of the pupil

Parents

We recognise that parents are often the first to be confided in, by a child who is the victim of bullying. We therefore encourage parents to discuss any worries about their children with the school in order that we can support the child.

Parents should;

- Encourage children to disclose any anxieties they may have
- Listen
- Encourage the child to report the incidents immediately to the adult who is most able to help
- Concentrate on how the child is feeling rather than the exact details of the incident
- Contact the school if the child is unlikely to tell a teacher

Monitoring and evaluating the policy

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

Reviewed September 2021