



Review Cycle:-	Annual	Date of Next Review:-	April 2021
Approver:- Chair of SDG	Signed:-  Date:-	Approver:- Head Teacher	Signed:-  Date:-

## Anti-Bullying Policy

### Objectives of this Policy

Froxfield Primary School Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying.

#### **The school community will:**

- ❖ Continue to build our ethos based on our core Christian Values of Love, Respect and Courage.
- ❖ Teach these values through modelling, Collective Worship and our curriculum to work to prevent bullying.
- ❖ Discuss, monitor and review our anti-bullying policy on a regular basis.
- ❖ Support staff to promote positive relationships and identify and tackle bullying appropriately.
- ❖ Ensure that children and parents are aware that all bullying concerns will be dealt with sensitively and effectively.
- ❖ Report back to parents/carers regarding their concerns on bullying and deal promptly with concerns or complaints. Parents/ carers in turn should work with the school to uphold the anti-bullying policy.
- ❖ Keep clear records of concerns and how these have been dealt with.
- ❖ Seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.

### Definition of bullying

Bullying is “**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**”.

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, threatening behaviour, taking belongings, excluding people from groups and spreading hurtful and untruthful rumours. Bullying can take place on-line as well as within the school environment so this policy should be read in conjunction with the E-Safety Policy.

### **Preventing, identifying and responding to bullying**

At Froxfield we believe that by creating an ethos of good behaviour choices and mutual respect we can minimise the risks of bullying.

We will:

- ❖ Work with staff and outside agencies to identify all forms of prejudice.
- ❖ Create an inclusive environment where all children feel safe
- ❖ Focus on our values of Love and Respect within Collective Worship and through whole staff modelling of desired behaviours.
- ❖ Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience, courage and love.
- ❖ Consider all opportunities for addressing bullying including through the curriculum, as appropriate.
- ❖ Use the PSHE Curriculum and SEAL units each year to teach about bullying and how we respond.
- ❖ Teach a rigorous programme of E-Safety across the school.
- ❖ Train all staff to identify bullying and follow school policy and procedures on bullying.
- ❖ Ensure all children know what to do if they witness, or are subjected to, bullying behaviour and who they can turn to.
- ❖ Refer to our Christian Values when dealing with incidents of bullying in school.

### **Incidents of Bullying**

If incidents of bullying do occur we will:

- ❖ Inform the parents of all parties involved.
- ❖ Implement sanctions in line with the school behaviour policy.
- ❖ Ensure the consequences of bullying reflect the seriousness of the issue.

### **Involvement of children**

We will:

- ❖ Regularly seek children's views about bullying in the school
- ❖ Ensure children know how to express worries and anxieties about bullying.
- ❖ Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying.
- ❖ Offer support to children who have been bullied.
- ❖ Work with children who have been bullying in order to address the problems they have.

### **Liaison with parents and carers**

We will:

- ❖ Ensure that parents / carers know whom to contact if they are worried about bullying.
- ❖ Ensure parents know about our complaints procedure and how to use it effectively.
- ❖ Take seriously, investigate and respond to any concerns raised in relation to bullying.

### **Links with other school policies and practices**

This Policy links with a number of other school policies and practices including:

- ❖ Complaints policy
- ❖ Behaviour Policy
- ❖ Confidentiality Policy
- ❖ The recording of racial incidents
- ❖ E-Safety Policy
- ❖ The teaching of Citizenship and PSHE Education
- ❖ Whole school curriculum
- ❖ The Vision Statement
- ❖ The H&S Policy
- ❖ Child Protection & Safeguarding Policy

### **Monitoring & review, policy into practice**

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review.

### **Responsibilities**

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.