



Anti-Bullying Procedure

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1. Statement of Intent

Freshford Church School believes that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. 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. We promote good behaviour through the BWAT Behaviour Policy and the schools Behaviour Management Procedures, and it is made clear to all pupils that bullying is wrong and will not be tolerated.

2. Aims and Objective

Our Anti-Bullying Procedures have been written alongside the views and ideas of the children and aims to produce a consistent whole school response to any bullying in any form. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's rights and responsibilities with regard to the eradication of bullying in our school.

Freshford Church School: a 'Speak Up/Out Stay Safe' (NCPCC) school. At Freshford we all know that it is our duty to speak up / out if we think we see unfairness, unkindness or bullying happening to anyone. We know that speaking up / out keeps everyone safe.

This part of our school procedures will be presented, discussed and reiterated throughout the year so that pupils are confident in speaking up / out to keep everyone in our school community safe. So, within assemblies, class discussions, staff meetings and parent briefings this is an important piece of communication to relay.

What is bullying?

Bullying is behaviour, which deliberately makes another person feel uncomfortable, distressed or threatened. Bullying is repeated over time. Bullying makes those being bullied feel powerless to defend themselves. Bullying can be:

- Emotional- being unfriendly, excluding, 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
- Trans LGBTQ - because of, or focussing on, the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet, such as social media, email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & filming facilities

Why we are against bullying

We believe in the following rights, which is why we all have responsibilities to respond promptly and effectively to issues of bullying.

Our rights

We have the right:

- To be safe
- To be treated fairly
- To stand up for what we believe in
- To make mistakes
- To be loved and respected as an individual
- To speak freely

3. The role of children

Children are encouraged to tell anybody they trust if they are being bullied or if they know someone who is. Should the bullying continue, they must keep on letting people know. Bullies don't like other people to know what they are doing. As part of class discussions on bullying and tackling bullying Year 6 decided on the following top 9 ways of preventing bullying:

"Tell a Year 6 buddy and ask for their help."

"Tell an adult or your parents/carers"

"Let others join in your games and share with them"

"Stand up for your friends"

"Speak to teachers, keep telling them"

"Go to help your friends and see if they are okay"

"Tell a teacher"

"Don't bottle it up, tell an adult."

"Don't laugh or compliment those who put people down – speak up"

4. Reporting of bullying

- Teachers should question and ask what is happening, thinking carefully about what children are saying and doing.
- Teachers record significant incidents that happen in their class, and that they are aware of in the school using CPOMS.
- CPOMS is used to record any incidents of aggressive or unacceptable behaviour towards others are noted.
- If teachers witness bullying, they will either investigate it themselves, usually alongside mediation between bully and victim, or refer it immediately to the headteacher or designated safeguarding lead.
- If a child is being bullied (after the bully / bullies have been spoken to), then, after consultation with the headteacher, the teacher or headteacher would inform the child's parents.
- In cases where initial discussions with parents have proven ineffective the school's responses will progress as outlined in our behaviour management procedures document.

5. The role of the teacher and support staff

All the staff in our school take all forms of bullying seriously and seek to prevent it from taking place.

The children request that staff do the following:

- They should speak to the children and to the parents.
- Encourage children to speak out and tell someone if they suspect bullying is taking place
- It is important that adults listen respectfully to the children and intervene and help to stop bullying.
- Teachers and support staff do all they can to support the child who is being bullied.

Staff are expected to act in the following ways:

- Help children understand what bullying is and how it can manifest itself.
- Deal immediately with any bullying, which takes place between members of the class. This may involve counselling and support for the victim of the bullying, and for the child who has carried out the bullying.
- Time should be spent talking to the child who has bullied: explaining why his/her/their action was wrong, is encouraged to change his/her/their behaviour in future and to ensure appropriate interventions can be applied.
- Contact parents / guardians if bullying behaviours continue after an initial talk with the child / children choosing these behaviours.
- If a child is repeatedly involved in bullying, we inform the headteacher.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories philosophy for children etc., within the curriculum, to help children understand the feelings of bullied children, and to practice the restraint required to avoid lapsing into bullying behaviour. The School Buddy System can

also help create a climate in which bullying is less likely to happen especially through Speaking Up / Out amongst peers.

6. The role of the headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school procedures and know how to identify and deal with incidents of bullying.

The headteacher reports to the governing body about the effectiveness of the antibullying procedures on request.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Senior staff draw the attention of children to this fact at suitable moments. For example, if an incident occurs, staff may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a child is being punished.

The headteacher ensures that children hear guidance from a range of trusted sources such as SARI (stand against racist inequality) and the NSPCC 'Speak Out Stay Safe!' programme.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

7. The role of parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure on the BWMAT website.

Parents have a responsibility to support the school's anti-bullying procedures, actively encouraging their child to be a caring and responsible member of the school community.

8. The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken seriously and dealt with appropriately.

The governing body monitors incidents of bullying that do occur and reviews the effectiveness of the procedures regularly. The governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. In all cases the governing body would notify the headteacher and ask them to conduct an investigation into the case, and to report back to a representative of the governing body.

9. Monitoring and review

The procedures are monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness.

The anti-bullying procedures are the governors' responsibility, and they review the effectiveness of the procedures.

This document will be reviewed annually, or earlier if necessary and should be read alongside:

- **BWMAT Behaviour Policy**
- **School Behaviour Management Procedure**
- **Health and Safety Policy Annex**