Farnborough Road Infant School

Anti-Bullying Policy

‘Learning, Caring and Achieving Together’

Aims
To create a happy, caring environment for the children in our care.
For staff, parents and children to work together to resolve issues as soon as they happen,
following the guidelines in our school behaviour policy.

Definition
Bullying is an aggressive form of behaviour which is hurtful, deliberate and happens repeatedly.
It can take different forms:-
Physical- hitting, kicking, taking and damaging belongings.
Verbal- name calling, insulting, repeated teasing, and racist remarks.
Indirect- spreading rumours, excluding children from groups.

Signs
Bullying behaviour can affect children in different ways and staff need to look for signs in the
form of:-
Pupils reluctant to come to school/playground.
Pupils refusing to say anything is wrong.
Clothing/possessions damaged or lost.
Changes in usual behaviour, children may be quieter than usual, withdrawn or distressed.
Parents may notice a change in sleeping and/or eating patterns. They may have unexplained
cuts or bruises.

Action
Bullying can be brought to the attention of staff by- the victim, their friend, parent or any other
relevant person that the child is in contact with.

What will the school do?
The following procedure is available to staff. The emphasis is always on a caring, listening
approach as bullies can be victims too.

- Hold discussions with the victim and parents. This will require patience and
  understanding. Remember—Listen, Believe and Act.
- Identify the bullies. Obtain witnesses if possible. Advise the Headteacher or Deputy.
- Hold discussions with the children concerned, following Restorative Justice procedures.
  Using Restorative Justice questions- What happened? How did it make you feel? What
  needs to happen to make things better? Confront them with the details and ask them to
tell the truth about the situation/incident. Make it clear that bullying is not acceptable at
Farnborough Road Infant School.
- Monitor and observe the situation and have discussions with the victim to ensure there
  has not been any other incidents.
- Child (Bully) and parent(s) to sign an Acceptable Behaviour Agreement
- School to agree a Behaviour Plan and regular meetings with parent(s) and the bully.
- Contact Bully Busters to ensure a whole school approach and work with individuals or
classes for targeted work.

Sanctions
- May include withdrawal from certain activities, loss of playtimes, exclusion from school
  at lunchtimes. These can be discussed with parents and child.
• As the behaviour improves activities can be reinstated and good behaviour praised. This will help rebuild the child’s self-esteem.

**Key Messages to share with the victim:**

• It’s not their fault.
• You are not on your own to face this.
• Try not to show you are upset - walk away.
• Find a friend.
• That we will give them strategies to deal with incidents through RE, PSHE, SEAL Restorative Justice or Relax Kids.

**Parents will be requested to:**

• Encourage victims to seek help.
• Not approach suspected bullies or/and their families directly, but inform the class teacher, Headteacher or Deputy.
• Reinforce sanctions which have been agreed jointly when at home.

**Equality Act 2010**

Under the Equality Act 2010 Farnborough Road Infant and Junior Schools have due regard to the need to:
• Eliminate unlawful discrimination, harassment and victimisation.
• Advance equality of opportunity.
• Foster good relations.

This policy will be reviewed regularly.

**Updated January 2019**

Signed ________________ Date ________________ Headteacher

Signed ________________ Date ________________ Chair of Governors