Policy for Anti Bullying

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**Introduction to the Policy**

This policy has been approved by the Governors. It is reviewed each year by the Headteacher in consultation with members of the school community, including school council.

**Definition**

*Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose* (Stopbullying.gov definition)

At Furze Platt Junior School staff, parents and children work together to create a happy, caring learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is the responsibility of all the members of the school community to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Bullying can be brought to the attention of the staff either by the victim(s), their friend(s), their parent(s) or other interested people.

**Strategy for dealing with bullying**

The following is a list of actions for staff guidance depending on the seriousness of the situation. The emphasis must always be on a caring, listening approach - bullies are often victims too, that is why they bully.

- Discussions with the victim. This requires patience and understanding – Listen, believe, act.
- Identify the bully/ bullies. Obtain witnesses. Consult the Team Leader and Headteacher.
- Discussion with the bully. Present the evidence and ask them to tell the truth about the incident. Make it clear that bullying is not acceptable at Furze Platt Junior School.
- If they own up then follow the sanctions outlined below.
- If they do not own up, investigate the matter further. If it is clear they are lying, continue with the same procedure. More facts usually mean the bully owns up.
- Separate discussions with parents of both bully and victim.
- Sanctions for the bully may include withdrawal from favoured activities and loss of playtimes. In extreme cases sanctions could be exclusion from school during lunchtimes or exclusion from school. All instances of bullying must be recorded on a behavior log and reported to the Governors.
- Continue monitoring the situation with observations at playtimes/lunchtimes. This must also include discussion with the victim to ensure there are no repetitions of the incident.
- As the behaviour of the bully hopefully improves, then favoured activities can be reinstated. At this point the bully should be receive positive encouragement and praise. This should help to rebuild the child’s self-esteem.

**Preventative measures used in school**

- Bullying in any form is not tolerated in school.
Presentations and assemblies are held to provide the children with strategies for coping with bullying.

Regular circle times are held in all classes.

PSHE and Drama lessons help to raise self esteem and discussions are held on how to with bullies.

Posters are placed around the school to inform children what to do if they feel they are being bullied.

School council and pupil surveys to monitor ‘red spot’ areas and pupil concerns.

E safety training for all pupils and teachers.

Cyber bullying training for children and staff.

Talk time sessions for pupils to use.

Comment box for pupils to write their worries in.

School to monitor own communication tools and social media for pupil and staff use.

E safety awareness for parents and families through newsletter and the website.

How to identify incidents of bullying

All staff must watch for early signs of distress in pupils.

All staff must listen, believe, act.

Regular circle time discussions in class. These give children confidence to and are also a means of teachers providing both victims and bullies with strategies for dealing with their problems.

The evaluation and review of the policy for Anti-Bullying takes place on an annual basis. The Team Leaders together with the Headteacher will consider any necessary changes or adaptations to the policy. These are then discussed and agreed by the whole staff before the policy document is amended. Throughout the year, the whole staff are encouraged to feedback information and ideas to the SMT.

Reviewed: March 2017