



<b>Document title</b>	<b>Antibullying Policy</b>
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### Document Control Table

Document History			
Version	Date	Author	Note of revisions
1 /2/3/4		Anna Stroud	
5	29.09.24	Anna Stroud	P.1 – added so wording in line with the Behaviour Management Policy P1 – updated definitions in line with the Anti-Bullying Alliance P2 – Our Core Values in line with the Behaviour Management Policy P2 - The curriculum P3 – Bullying is not section – removed P3 – Added in a paragraph from the Behaviour Management Policy P4 – PSHE and Relationships Education wording added Throughout – changed ‘Inclusion Leader’ to ‘Pastoral Deputy Headteacher’

## **Introduction**

At Frimley Church of England School, every teacher has the right to teach, and every child has the right to learn and play in a non-threatening environment. Staff and pupils work together to create a happy and safe environment for all.

The school has an expectation that all children will behave appropriately in school and that all adults respond to children and other adults appropriately. Adults must demonstrate and model this expectation to all children.

We believe that positive reinforcement of children's achievement in work and behaviour is a way of reaching this expectation.

The ethos of the school is based on mutual respect, encouragement, trust, praise and care and consideration for others. From the beginning we aim to develop a moral code of conduct and a sense of conscience in each child. The children and the teachers draw up a class charter which is reviewed termly to promote and reinforce this.

Good relationships throughout the school are promoted in an atmosphere of harmony and co-operation where each child's point of view is valued. It is the school's aim to create a positive climate placing the greatest emphasis on praise and reward with less on sanctions.

At Frimley Church of England School, we do not tolerate bullying or harassment of any kind. We believe that every child has a right to learn in a supportive, safe, and caring environment without fear of being bullied.

This policy explains our whole-school approach to preventing and dealing with bullying and should be read in conjunction with the school's Behaviour Management Policy. We acknowledge that all schools contain individuals with the potential for bullying behaviour. We understand that bullying can come and go depending on relationships and influences, therefore, we commit to reviewing this policy annually. The policy and procedures described below aim to minimise the occurrence of bullying and should give clarity to parents, pupils, and staff so that, if incidents do occur, they are dealt with quickly. School staff members have received training and relevant guidance on managing behaviour. An Anti-Bullying advice leaflet is available for children, parents and children and further information and support can be found on our web site.

## **Aims of the policy**

To help children, parents and staff know what bullying is and how to prevent and deal with it. The policy aims to prevent or reduce incidents of bullying and provide a clearly defined framework for dealing with victims and/alongside everyone connected with bullying.

## **What is bullying?**

**Bullying is the repetitive, intentional hurting of one person by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online. (Anti-Bullying Alliance).**

## **Bullying behaviour can be:**

**Physical** – pushing, poking, kicking, hitting, biting, pinching etc.

**Verbal** – name calling, sarcasm, spreading rumours, threats, teasing, belittling.

**Emotional** – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.

**Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films.

**Online / cyber** – posting on social media, sharing photos, sending nasty text messages, social exclusion.

**Indirect** – Can include the exploitation of others

Pupils who join in with bullying by watching, laughing or shouting encouragement are known as bystanders and are too considered bullies.

### **Core Values and Beliefs:**

Our Core Values (which are displayed around the school) are: Honesty, Love and Forgiveness. This policy, the school behaviour system and all associated documents, including this policy, are driven by these values.

We encourage the children to speak openly about the problems they have with others. We encourage all children to take responsibility for their own actions, always receiving support and encouragement from the staff. We always follow up allegations of bullying.

We do not tolerate bullying at Frimley Junior School, and any allegations will be followed up and responded to, in accordance with The Behaviour Management Policy.

We recognise that children may display challenging behaviour during their time at school. At the heart of our school ethos is the belief that there will always be an underlying reason for challenging or inappropriate behaviour. There may be a variety of reasons, and it is important that this is acknowledged and then the appropriate sanction is put into place. The child must be made aware which aspect of his/her behaviour is unacceptable and will be guided to reflect upon this.

### **The Curriculum**

At Frimley, we have clear behaviour boundaries which are understood by all pupils. Through assemblies (Collective Worship & Technology Thursday), the curriculum (PSHE and Relationships Education, and computing) and circle time discussions, the children are taught how to be respectful to others both inside and outside of the classroom – at home and at school. They are taught how to have and maintain respectful and positive relationships with others, and they are taught how to stand up and speak out against bullying.

### **Online Behaviour and Cyber-bullying**

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside of school. Cyber-bullying can happen at all times of the day with a potentially bigger audience. Staying safe online, cyberbullying and how to report concerns is taught explicitly

through the Jigsaw PSHE scheme of work in addition to the weekly 'Technology Thursday'. Internet Safety & Well-Being assembly / circle time discussions and through computing lessons.

At Frimley, we take our approach to cyberbullying very seriously. I-pad and Internet use is monitored by the Deputy Head teacher through a filtering app called 'Securly', and any concerns with regards to safety is passed onto one of the Designated Safeguarding Leads. Teachers will be responsible for talking to parents about their child's/children's' internet usage should a problem arise in school. This is in line with the Home School Agreement which parents and carers sign in agreement (for both parents and pupils) to act responsibly and respectfully online.

Many online behaviour incidents amongst young people occur outside the school day and off the school premises. Parents are responsible for this behaviour. However, often incidents that occur online will affect the school culture and/or the day to day running of the school. At the headteacher's discretion, school may address pupils when their behaviour online poses a threat or causes harm to another pupil, and/or could have repercussions for the orderly running of the school, when the pupil is identifiable as a member of the school or if the behaviour could adversely affect the reputation of the school.

### **Signs and Symptoms**

Pupils being bullied may show changes in behaviour - such as:

Physical: Unexplained bruises, scratches, cuts, missing belongings, damaged clothes or schoolwork, loss of appetite, stomach aches, headaches, soiling/bedwetting.

Emotional: Losing interest in school, withdrawn, secretive, unusual shows of temper/emotions, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

Behavioural: Asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money from a parent/carer, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, school avoidance.

*Please note, these changes are indicators parents / carers may notice. Signs and symptoms vary according to age and level of independence (i.e. walking to school).*

### **Support for victims**

Pupils who have been bullied will be supported by

- Reassuring them that it is not their fault
- Support from a teacher, classroom assistant or the Pastoral Deputy Headteacher
- Trying to minimise the opportunities for bullying
- Ensuring that all staff are aware of the problem
- Offer continuous support (from staff and/or children)
- Learning how to 'say no' and developing assertiveness
- Restore self-esteem and confidence
- Monitor and review
- Peer support systems/buddies

We will raise the awareness of what bullying is and how to respond safely through circle time discussions, assemblies, the PSHE and Relationships Education curriculum and through the school curriculum. These activities, along with this policy, will be reviewed annually by staff, AQC and the school council.

## School Procedure

- If bullying is reported or suspected, the incident will be dealt with immediately by the member of staff approached
- An account of the incident will be recorded and forwarded to the class teacher, Pastoral Deputy Headteacher and Head Teacher
- All concerned will be interviewed and the meetings recorded
- Parents will be invited to discuss the matters with the appropriate staff
- Appropriate measures will be applied (see disciplinary sanctions)
- Victims will be consulted
- Agreed support drawn up between key adult/s for child/group etc
- Children concerned will be monitored over an agreed period of time

## Support for the bully to change behaviour

- Restorative discussion
- Offer strategies to deal with their behaviour including anger management if necessary
- Establish the wrong doing and the need to change
- Inform the parents/carer to help change the attitude of the pupil
- Accept responsibility for harm caused to individual(s) being bullied
- Learn how to take steps to repair the harm they may have caused

## Disciplinary sanctions

- Official warnings to cease offending
- Time out/thinking time
- Exclusion from certain areas of the school premises
- Exclusion from non-statutory activities or events
- Social exclusion
- Fixed Term Suspension
- Permanent exclusion

## Strategies for prevention and reduction of bullying

- Worship / Assemblies
- Anti-bullying week
- PSHE
- British Values
- Whole school activities
- Emotional literacy support
- Group work/circle time
- Buddies
- Well-Being Team
- Whole School values initiative
- Reward and sanction system (see Behaviour Management Policy)
- Supporting children in managing conflict
- Celebrating diversity during PSHE and Enrichment Days
- Well-Being Zone – a safe space for children to go to during playtime
- Non-visible parts of the playground sectioned off for children.

**Links to Frimley policies:**

Behaviour Management Policy

Health and Safety Policy

Child Protection and Safeguarding Policy

Equality Information and Objectives

Special Educational Needs and Disability Policy

Children in Care and previously CiC Policy

PSHE and Relationships Education Policy