

FERRY LANE PRIMARY SCHOOL



ANTI-BULLYING AND HARASSMENT POLICY

AIMS AND PURPOSE

This Policy forms part of our commitment to Safeguarding.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our school.

Bullying is defined as **deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves**. For children, we refer to this as “***On purpose making other children unhappy***”.

The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks, sexist remarks, homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups, hiding possessions)
- cyber bullying (threatening /unpleasant messages or insults using new technologies- see separate e-Safety policy)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in effort patterns, lacking concentration or truanting from school. Schools' teaching and support staff are expected to be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

The Equality Act 2010

The new Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and also covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

Safeguarding Children and Young People

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is ‘reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm’.

Also, the School Standards and Framework Act 1998 requires headteachers to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

At Ferry Lane we provide worry boxes and regularly survey children and use Circle time to identify any issues. We also inform parents and children of the effect of our policy and practice via newsletters and our website.

Implementation

Ferry Lane participates in annual AntiBullying Events in order to keep practice relevant and up-to-date.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been informed
- A clear account of the incident will be recorded and given to the head teacher or deputy head
- The head teacher or deputy will interview all concerned and will record the incident
- Class teachers will be kept informed and if bullying behaviour persists, the class teacher will monitor children showing the behaviour closely
- Parents/carers will be kept informed of any action taken if they complain of their child being bullied, or will be involved if their child shows persistent bullying behaviour
- Where it is helpful, children may have support from their peers in the form of mentors or circles of friends
- Punishment will be used in line with school policy and in consultation with all parties concerned
- Supporting whistleblowers: any form of retribution by perpetrators against children who report bullying (victims or witnesses) to staff will be dealt with severely

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support and monitoring by key staff
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened and discovering why the pupil became involved
- offering counseling or, where appropriate, family support through social care
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil if necessary

All children will be kept aware of issues relating to bullying in the school so that they can be involved in recognising and challenging it, using age-appropriate resources such as stories or videos and discussions in Assembly and PSHE. We will particularly encourage and reward children who support others who may be victims or potential victims and who show Defender behaviour, including making new arrivals aware of school policy. Pupils will also be involved in helping to eradicate bullying through the School Council. Pupils are expected and encouraged to report bullying at Ferry Lane and we have a strict "Whistleblowing" policy to protect any that do..

The role of Parents

It is very important that parents support the school's anti-bullying policy, including by:

- a) reporting any concerns they have which may affect their child or another

- b) reflecting the school's stance on bullying behaviour in the attitudes and views they express within the hearing of their children;
- c) if their child is involved in bullying behaviour, supporting sanctions which the school staff impose to avoid confusing messages being given to the child.

Parents are expected to show behaviour on the school site which supports the school's policy on bullying. In the rare event that parents show bullying* behaviour to another person's child, to other parents, or to members of the school staff, after investigation, permission to be on the school site may be withdrawn, and in extreme cases the police may be involved. This action is supported in legal terms by Section 547 of the Education Act 1996.

*The definition of bullying above applying to children also applies to parents: “**deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves**”.

Disciplinary Measures

The following disciplinary measures will be taken where bullying has been investigated and proven:

- recording the bullying behaviour in the Bullying Record and reporting to the LA
- official written warnings to cease offending
- detention for lunch or playtime
- exclusion from certain areas of school premises
- internal exclusion
- short fixed-term exclusion
- appearance before Governors' panel
- longer fixed-term exclusion
- permanent exclusion

If necessary and appropriate, the police may be informed.

In all cases the pupil showing bullying behaviour will apologise to the victim(s) and undertake not to repeat the behaviour.

Outside school

If school staff are made aware of bullying behaviour which occurs outside the school premises or the school day, parents will be informed and if the behaviour has an impact on children within the school then action in line with the school's policy will be taken.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.
