



WORKING TOGETHER FOR THE SUCCESS OF ALL

Anti-Bullying Policy

We aim to:

- produce a safe and secure environment where all can learn without anxiety
- produce a consistent school response to any bullying incidents that may occur
- make all those connected with the school aware of our opposition to bullying
- make clear each person's responsibilities with regard to the eradication of bullying in our school.

At BFS unkind or cruel behaviour is considered to be unacceptable behaviour. But not all unkind behaviour is bullying. The key characteristics that turn unkindness into bullying are:

- that it is repeated and goes on over time;
- that it is deliberate and not accidental;
- that it involves the person doing the bullying in having some sort of power over the person experiencing the bullying.

Bullying can be physical, verbal or psychological. It can happen face to face or through cyberspace.

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to our designated person for child protection.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Help to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- Have the courage to tell someone

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their class teacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth, and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

The responsibilities of the School Governance Committee (SGC)

The SGC will work closely to support the school by:

- Achieving the aims of this policy
- Review and ratify the policy annually

The Responsibilities of All

Everyone should:

- Work together to combat and, hopefully in time, to eradicate bullying.

Prevention

We have a duty of care to ensure our young learners are empowered to tackle bullying should it ever occur (including once they are posted from Naples). As such we raise awareness through class Personal, social and health education (PSHE) programmes, participating in National anti-bullying week, and as appropriate during assemblies, Circle Time and other classroom activities. Further guidance and support can be found from the Anti-Bullying Alliance (www.anti-bullyingalliance.org.uk) which provides information and contact details of other organisations.

Procedures for dealing with incidents of bullying behaviour

We take seriously and investigate any child perceived allegation. Every incident or allegation of bullying will be treated as unacceptable behaviour as per our Behaviour Policy (please see Behaviour Policy). If cases of bullying are proven then sanctions will be applied according to the severity of the offence. Steps are taken to support and respond to the needs of both bullied and bullying pupils in a climate of mutual trust and respect. Where appropriate, contact will be made with other relevant SCE professionals for guidance and support e.g. Inclusion Support and Development Teacher, Education Social Worker, Educational Psychologist.

Monitoring and review

This policy is reviewed annually and should be read in conjunction with other policies: Anti-Bullying, Playground Supervision, Injury, DCPY Restrictive Physical Intervention and Child Protection & Safeguarding

Date last reviewed: November 2018
Ratified by SGC: Autumn Term 2018