



Flockton CE (C) First School. Anti-Bullying Policy

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Anti-Bullying Policy

Flockton C of E First School is rooted in our Christian beliefs, that we are all God's children and therefore there should be no discrimination between any members of our school community. This policy outlines what we will do to prevent and tackle all forms of bullying. Flockton C of E First School is committed to developing an anti-bullying culture where the bullying of children is not tolerated in any form.

Definition of bullying

Bullying can be defined as *"behaviour by an individual or a group, repeated over time that intentionally hurts another individual physically or emotionally"*. (DfE "Preventing and Tackling Bullying", July 2017)

Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Bullying is recognised by the school as being a form of peer on peer abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance.
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
- Bullying related to race, religion, faith and belief and for those without faith
- Bullying related to ethnicity, nationality or culture
- Bullying related to Special Educational Needs or Disability (SEND)
- Bullying related to sexual orientation (homophobic/biphobic bullying)
- Gender based bullying, including transphobic bullying

School ethos

Flockton C of E First School recognises that all forms of bullying, especially if left unaddressed, can have a serious effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

How we prevent bullying

We:

- Educate pupils in the Christian belief that we are all born in the light of God and we are all equal.
- Support staff to promote positive relationships to help prevent bullying.
- Recognise that some members of our community may be more vulnerable to bullying and its impact than others; this may include children with SEND.

- Create and support an inclusive environment that promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Teach anti-bullying as part of our curriculum.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensure our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Require all members of the school community to work with the school to uphold the anti-bullying policy.
- Will deal promptly with grievances regarding the school response to bullying in line with our complaints policy.
- Utilise support from the Local Authority and other relevant organisations when appropriate and may include signposting information to parents.

Responding to bullying

We have a zero tolerance policy towards bullying.

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern. The following steps will then be taken:

- The head teacher/Designated Safeguarding Lead (DSL) or Assistant head teacher will interview all parties involved and carry out a thorough investigation and speak to relevant staff.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- In cases of serious bullying the incident will be recorded and will be reported to Governors. The parents of the children involved will be informed of the situation and the steps taken by the school to prevent the incident being repeated will be discussed and agreed.
- Where the bullying of or by pupils takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is investigated.
- If necessary, other agencies may be consulted or involved, such as the police, if a criminal offence has been committed, or other local services including early help or children's social care, if a child is felt to be at risk of significant harm.
- Sanctions, as identified within the school behaviour policy, and support will be implemented in consultation with all parties concerned. The will be tailored to the age of the child and the circumstances. Details of sanctions may be confidential.
- A clear and precise account of bullying incidents will be recorded by the school.
- Both the child being bullied and the person doing the bullying may need additional support. The person doing the bullying will be asked to genuinely apologise when they understand how they have hurt the person being bullied, underpinned by our Christian Values of compassion and forgiveness.
- After the incident /incidents have been investigated and dealt with, each case will be monitored by class teachers and Headteacher to ensure that repeated bullying does not take place.

Involvement of pupils

We will:

- Regularly audit children views on the extent and nature of bullying and feed this information back to staff and into our curriculum.
- Publicise the details of internal support, as well as external helplines and websites in school.
- Ensure that School Councils are involved with anti-bullying across the school.