



## **Rationale**

Foxdale School is committed to providing a safe and secure environment for all. We aim to nurture the values of respect, honesty, trust and kindness to support all members of our community to feel safe, valued and respected.

All members of staff have a duty to prevent bullying where possible and deal with any incidents promptly and effectively.

Schools have a legal responsibility to have an anti-bullying policy (Education Act 2001, Articles of Government).

## **Who is the Policy for?**

This policy applies to all of the children, members of staff, visitors, governors and parents at Foxdale school.

## **What is Bullying?**

Bullying is action taken, by one or more individuals, with the deliberate intention of hurting another child either physically or emotionally. The behaviour is repeated, or has the potential to be repeated, over time.

Bullying can be racist, sexual, homophobic and verbal in nature. Bullying can also take place online.

Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance.

Bullying can take many forms but the 5 main types are:

Physical (hitting, kicking, pushing, taking belongings)

Verbal (name calling, insults (including those of a racist, sexual or homophobic nature) taunting, mocking, making offensive personal comments; threatening, intimidating; creating situations in which someone is humiliated, or made to look ridiculous, or gets into trouble;

Non-verbal, involving body language, gesture and facial expression. Non-verbal behaviours can be just as hurtful and intimidating as those which involve abusive language.

Indirect (emotional, spreading nasty stories about someone, excluding someone from a social group, playing tricks and pranks)

Cyberbullying (when one person or a group of people aim to threaten, tease or embarrass someone else by using a mobile phone, the internet or other technologies)

We encourage all children to report bullying behaviour and not take on the role of a follower and / or bystander to this behaviour.

If school does become aware of bullying that is taking place outside of school hours, it will inform parents.

There is no 'hierarchy' of bullying — all forms of bullying should be taken equally seriously and dealt with appropriately.

### **Awareness**

Children will be made aware of the school's commitment to dealing with bullying through assemblies, raising awareness during Anti-Bullying Week, PSHE- Jigsaw and Circle Time.

## **Procedures:**

If teachers become aware that bullying is taking place between members of our school community, it must be dealt with immediately. This will involve support for the victim of the bullying and restorative measures and proportionate intervention for the child who has bullied. The teacher must complete the Bullying Incident Report Form. (See appendix 1)

Teachers will spend time talking to the child who bullied and explain why the action of the child was wrong and how we will work together to help the child change their behaviour in the future. Pupils will be reassured that such incidents are being dealt with seriously and that they are being listened to.

Teachers / Headteacher will meet with all the children involved-either separately or together-to get them to reflect on their behaviour and identify how they can resolve the current difficulties and avoid the problems reoccurring.

Key Stake holders will meet to consider approaches to support both children involved. If appropriate interventions and nurture support will be offered as well as a more bespoke approach if needed.

Parents will be informed and involved from the beginning to work in partnership with the school.

The children will be monitored to make sure that the situation has been resolved. If this has not happened, then a further meeting will be held to resolve the problems successfully. Outside agencies may be called for support and advice.

The Department of Education, Sport and Children will be informed of any continued incidents of bullying.

Incidents of bullying will be reported to the next school if a pupil transfers.

## **The Role of Parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

## **The Role of Staff**

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied.

After consultation with the Headteacher, the teacher / Headteacher informs the child's parents.

Teachers will inform the TIC (Teacher in Charge) and Headteacher of any incidents of bullying.

After consultation, the TIC (Teacher in Charge)/ Headteacher will invite the parents of the children involved into school to discuss the situation separately. In more extreme cases when initial discussions have proved ineffective for example, the TIC (Teacher in Charge)/ Headteacher may contact external support agencies such as Social Care, Behaviour Support Team.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. The school values of Respect, Honesty, Trust and Kindness are discussed and modelled regularly to promote the development of these values in the children.

Teacher will praise, reward and celebrate the success of children and through this ethos aim to prevent incidents of bullying.

## **The Role of the Headteacher**

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, in assemblies, during Anti Bullying events etc.

The Headteacher will ensure that all staff receive sufficient support and development to be equipped to deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## **The Role of Governors**

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. The policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors incidents of bullying reported to them and reviews the effectiveness of this policy every 2 years. The Governors require the staff and Headteacher to keep accurate records of all incidents of formal and recognised bullying.

There is a standing agenda item at every Governors Meeting to discuss any incidents of bullying.

The Headteacher will report the effectiveness of school anti-bullying strategies to Governors.

The Governing Body responds within 10 days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks him / her to conduct an investigation into the case and to report back to a representative of the Governing Body.

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### **Monitoring & Review**

This policy is monitored regularly by the Senior Leadership team who report to the Headteacher and then to Governors about the effectiveness of the policy on request.

The children will be asked to contribute their views about the Anti-Bullying Policy and strategies through involvement from the School Council, questionnaires, PHSE lessons and Circle Time.

Last Review : September 2023

Next Review : September 2025

