

Fringford C of E Primary School

ANTI-BULLYING POLICY



Anti-Bullying Policy

Introduction

All children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Fringford School, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere free from oppression and abuse. The vast majority of the pupils at Fringford School conduct themselves very well, are well mannered and well behaved. There are occasions, however, when certain children's behaviour can be described as bullying.

This policy describes our interpretation of bullying behaviour and sets out the expectations we have of our pupils and the methods we employ to modify behaviour if children involved in bullying. Our aim is to always reward good positive behaviour and to show zero tolerance of bullying as defined below. We feel however that in each case of bullying it is the behaviour and not the child that meets with our disapproval.

Aims of this Policy

- All governors, teaching and non-teaching staff, children and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Equality Act 2010

Fringford School strives to meet the aims of this policy in all respects and to adopt a consistent approach to all forms of bullying. The school aims to consistently eliminate discrimination, including discrimination on the grounds of sexual orientation, advance equality of opportunity and foster good relations.

The school will actively seek to protect the nine characteristics identified in the above Act through a range of approaches. These characteristics are:

Age

Marriage and civil partnership

Disability

Gender

Gender reassignment
Pregnancy and maternity
Race including colour, nationality, ethnic or national origin
Religion or belief
Sex
Sexual orientation

Definition:

**The staff and governors of Fringford School accept the definition of bullying as:
Harmful behaviour/degrading treatment which is:**

- deliberate**
- repeated**
- a manifestation of a repressive relationship; an abuse of power and strength**

Bullying includes: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

We recognise the specific guises and problems associated with cyber-bullying and teach our children how to stay safe online. We provide information for parents on the nature and risks of cyber-bullying and on how to help protect and inform their children.

Bullying is not: a conflict, an argument or a fight.

The school takes reported incidents of all types of bullying seriously. These include bullying on the grounds of race, gender, religion, SEN, disabilities, homophobic, biphobic, transphobic, sexist and sexual, along with the use of discriminatory language, name calling and cyberbullying. This may also include bullying which has taken place outside school grounds and school hours. We are committed to ensuring that all incidents are dealt with promptly and effectively.

Possible Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied; adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school**
- changes their usual routine**
- is unwilling to go to school (school phobic)**
- becomes withdrawn anxious, or lacking in confidence**
- begins stammering**
- attempts or threatens suicide or runs away**
- cries themselves to sleep at night or has distressing nightmares**
- feels ill in the morning**
- begins to do poorly in school work**
- comes home with clothes torn or books damaged**
- has possessions which are damaged or "go missing"**

- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- comes home hungry (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

KiVa

Fringford School is a KiVa school. KiVa is an evidence-based programme to prevent bullying and to tackle any cases of actual bullying effectively. The KiVa programme is monitored annually.

KiVa includes both universal and indicated actions. The universal actions are taught to all pupils and focus mainly on preventing bullying. They take the form of monthly assemblies, lessons and online games.

The curriculum consists of 10 lessons delivered over 20 hours by classroom teachers. The pupils engage in discussions, group work, and role-playing exercises. They also watch short films about bullying. Each lesson is constructed around a central theme, and one rule is associated with that theme; after the lesson is delivered, the class adopts that rule as a class rule. At the end of the year, all the rules are combined into a contract, which all students then sign. For KS2 children, an anti-bullying computer game has been developed that pupils can play during and between the KiVa lessons. The programme actively engages pupils and parents. For break time, special 'high-vis' vests are given to KiVa Ambassadors to enhance their visibility and remind pupils that the school takes bullying seriously. Materials are also posted around the school that promote anti-bullying messages.

Through KiVa, we aim to teach to:

- reduce school bullying and victimisation
- raise awareness of the role that a group plays in maintaining bullying
- increase empathy toward victims
- promote strategies to support the victim and to support children's self-efficacy to use those strategies
- increase children's skills in coping when they are victimised

In addition to prevention messages, a KiVa team is in place to deal with identified bullying cases and a process is followed for any potential bullying incidents. When dealing with a suspected case of bullying [whether raised by staff, victim[s], their friend[s] or parents], staff follow the KiVa process.

The KiVa process ensures that:

- suspected bullying is never ignored

- premature assumptions are not made
- all accounts are listened to carefully
- a problem-solving, solution-focused approach is adopted that moves pupils forward
- proven cases are followed up to check bullying has not returned.
- detailed records are kept.

The safety, welfare and well-being of all pupils and staff is a key priority. We actively promote values of respect and equality and work to ensure difference and diversity is celebrated across the whole school community.

Recording

All incidents of bullying are recorded as this enables the school to:

- manage individual cases effectively;
- monitor and evaluate the effectiveness of strategies;
- engage and inform multi-agency teams as necessary.

In the case of a bullying incident the school informs the parents of all parties at the earliest appropriate opportunity, either in person or by telephone.

Safeguarding

This policy is part of our commitment to safeguarding children. It should be read in conjunction with our Safeguarding and Child Protection Policy. Bullying is a safeguarding matter and if left unresolved can become a child protection matter.

Monitoring and Review

We will review this policy at least once every three years, more often if there is an identified need to do so. Children, staff and governors will be involved in reviewing and developing on-going anti-bullying work.