



Anti-Bullying Policy

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Statutory or Best Practice Policy	Statutory
School or Trust Policy	School Policy

We want to ensure that your needs are met.

If you would like this information in any other format, please contact us on
01637 303106 or email info@kernowlearning.co.uk.

Introduction

Bullying is very deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group toward other people. It is repeated over a period of time and is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims(s)

Falmouth Primary Academy has adopted this definition of bullying.

Types of Bullying

Bullying can be:

Physical (hitting or pushing)

Verbal (saying things about people)

Emotional (doing things to make people feel bad like leaving people out)

Prejudice-related (because someone has a different skin colour, or background or is lesbian or gay, or has a disability)

Sexual (touching someone in a way they don't like, or saying things)

Written (sending notes or graffiti)

Racist (racial taunts, gestures, making fun of culture or religion)

Homophobic (because of/or focusing on the issue of sexuality)

Online/Cyber (bullying that happens on the internet or on a mobile phone)

At Falmouth Primary Academy we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously and understand the effect it can have on victims and perpetrators. Everyone has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Falmouth Primary Academy, we acknowledge that bullying may happen from time to time. It would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents are dealt with promptly and effectively in accordance with our anti bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done Several Times On Purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns. We all have to learn how to deal with these situations and develop social skills or repair relationships. Our staff are able to support children with friendship issues to help resolve these.

Principles

- All allegations of bullying will be carefully investigated; these will be recorded, and parents will be informed.
- Pupils, parents and staff will be encouraged to talk openly about the issue.
- As part of our curriculum, greater understanding of bullying in all its forms will be taught and developed age-appropriately.
- Children will be taught strategies to help them deal with bullying situations which they may encounter.
- Staff will respond calmly and consistently to allegations or incidents of bullying.
- The school will protect and support all parties during school / extra-curricular time and on school premises whilst issues are resolved.

Signs of Bullying

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

- Physical: unexplained bruises, scratches, cuts, missing belongings, damaged clothes or schoolwork, loss of appetite, stomach aches, headaches.
- Emotional: losing interest in school, withdrawn, secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence.
- Behavioural: asking to be taken to school, coming home for lunch, taking longer to get home, asks for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, decline in attendance – truancy.

Preventing bullying

The whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- Recognises the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos.

In addition:

We will make lots of learning opportunities for children to think about how people are different and how this is a positive thing.

We will help children to build self-esteem and feel happy about being themselves.

We will ensure that the adults in the school set a good example by behaving in a caring and considerate way.

We will make sure all children know what bullying is, what it looks like and how they can get help.

We will encourage all the children to tell an adult if they are worried about bullying, including having worry monsters/I wish my Teacher Knew boxes in every classroom.

We will give the children strategies to deal with a situation where they feel uncomfortable or threatened. These will take the form of:

- Telling the person to 'Please stop, I don't like it' in a calm voice and walk away.
- Informing a trusted adult.
- Reinforce our school rules and values regularly through our curriculum and assemblies.

We will have posters and booklets in key places around the school so that children can get help elsewhere if they can't talk to an adult in school (e.g. Child-line for general bullying, The intercom Trust for homophobic bullying).

We will have a pastoral support room where children can go to if they need additional support.

Reporting and Recording Bullying

We cannot deal with bullying if we do not know it is happening. When a parent/ child tells us about bullying we will always take it seriously.

All reports of bullying should be passed to the Head teacher or a member of the senior leadership team. They may decide to deal with the problem themselves or to ask another member of staff.

The school will keep a record of what happened, who was involved and what was done to try and sort the situation out.

Roles and Responsibilities

Everyone at the school has a responsibility for preventing bullying.

Role of the Governors (Local Advisory Board)

The Governors supports the Head teacher in all attempts to eliminate bullying. The Governing body will not condone any bullying in our school and any incidents are taken seriously and dealt with appropriately. The named Governor with the responsibility for bullying is Lucy Draycott.

The governors require the Head teacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way in which the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. In all cases the Governing body notifies the Head teacher and asks him/her to conduct an investigation into the case, and to report back to a representative of the Governing Body. If a parent is unsatisfied with the response, they should consult the school's complaints procedure which is available from the school office.

Role of the Head teacher

It is the responsibility of the Head teacher to implement the school's anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the policy and know how to

identify and deal with incidents of bullying. The Head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request and may include detail in their Head teacher's report.

The Head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour both in and outside of school. The Head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head teacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why consequences are necessary. Anti bullying week in the last week in November is a scheduled opportunity to explore this further.

The Head teacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

Role of the teacher and support staff

All the staff in our school takes all forms of bullying seriously and seek to prevent it from taking place.

If teachers witness an act of bullying, they will either investigate it themselves or inform the Head teacher. Teachers and support staff do all they can to support the child who is being bullied and will liaise closely with the family during this time.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and use of a natural consequence for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Head teacher. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head teacher may contact external support agencies, such as the social care, Anti Bullying in Cornwall, Dreadnought.

Role of Parent/Carers

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. If they are not satisfied with the response, they should contact the Head teacher. If they remain dissatisfied, they should follow the school's complaints procedure – which is held in the school office and available on our school website.

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

Role of the Pupil

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in annual pupil questionnaire or through the school council.

Our school council work on various anti-bullying initiatives as appropriate and class members know that they can speak to members of the council who may be able to act as a 'buddy' in remedying the particular situation.