



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. 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 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, the odd name calling or childish pranks. We all have to learn how to deal with these situations and develop social skills or repair relationships.

Principles

- All allegations of bullying will be carefully investigated, these will be recorded and parents will be informed;
- Pupil's, parents and staff will be encouraged to talk openly about the issue;
- As part of the curriculum, greater understanding of bullying in all its forms will be developed;
- 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.

How we will reduce bullying...

We will make lots of opportunities for children to think about how people are different and how this is a positive thing, not something to be afraid of.

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

We will try to make sure 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 and what it looks like. We will tell all children that prejudice related bullying is wrong at least once a term. We will always challenge children who use the word 'gay' to mean things they don't like e.g. 'those trainers are so gay'.

We will encourage all the children to tell an adult if they are worried about bullying.

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 Walk away.

Inform an adult.

Reinforce the three golden rules throughout the school day and through planned PHSE sessions:
Show good manners at all times.

Show respect to everyone and everything.

Follow instructions with thought and care.

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 have a pastoral support room where children can go to if they need additional support. All playgrounds have an incident log, where any issues can be recorded. These are followed up each day by the pastoral team, who takes any appropriate action.

We will work with the Anti-Bullying in Cornwall Service.

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. 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 Richard May.

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. If the bullying involves a racial element this information is included on the termly return to Cornwall LA.

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 a pupil is being punished. Anti bullying week in the last week in November is a scheduled opportunity to explore this problem and is part of the school's work in 'R' time.

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 refer it to the family support mentor or Head teacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head teacher, the teacher informs the child's parents.

When any bullying taking 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 punishment 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 and the special needs coordinator. We then invite the child's parents into the school to discuss the situation and sometime facilitate meetings between the parents of both children involved. 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.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use circle and 'R' time, stories etc., within the planned curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle and 'R' time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

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 the Head teacher. If they remain dissatisfied, they should follow the school's complaints procedure – which is held in the school office.

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.