



Diocese of Norwich  
Education and  
Academies Trust

# **Flitcham Church of England Primary Academy Anti-Bullying Policy**

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Person responsible for review: Headteacher

Educational Leadership Development\DNEAT\Model Policies\Anti Bullying Policy

## **Policy Statement**

Flitcham Academy takes great pride in its friendly atmosphere and the Christian values which all members of the academy (both staff and pupils) show towards each other. This considerate behaviour is encouraged at all times. We celebrate the fact that everyone in our community may be different and have different points of view, not that they are better or worse than anyone else.

The academy must be a safe, friendly and secure place to each individual, and this cannot be so for any individual who is in any way bullied. The academy's objective is to promote and encourage the maintenance of a friendly atmosphere.

## **What is Bullying?**

Bullying is purposeful and repeated action conducted by an individual or group and directed against an individual who cannot defend him/herself in the situation.

Bullying can take different forms:

- Verbal bullying: name calling, use of threatening or provocative language etc.
- Psychological bullying: excluding an individual from group play, refusing to talk to or even acknowledge an individual.
- Physical bullying: hitting, kicking, grabbing an individual, taking or hiding another's property etc.
- On-line bullying: verbal abuse on-line, can also include altering on-line information eg: on social media.

## **Aims**

At Flitcham Academy we acknowledge that bullying does happen from time to time indeed, it would be unrealistic to claim that it does not. However, it is our aim to:

- Ensure that all children and adults within our academy have a common understanding of what bullying is.
- Reduce all forms of bullying.
- Communicate clearly to children and parents the academy's strong response.
- Stress that the whole academy community acts together on this issue.
- Continually work to maintain a warm and harmonious atmosphere within academy.

## **Objectives**

- All allegations of bullying will be carefully investigated.
- Pupils, 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 academy will protect and support all parties during academy/extra-curricular time and on academy premises whilst issues are resolved.

## **Whole Academy Strategies to minimise Bullying**

1. A regular programme of PSHE work, with emphasis on role play, will support this policy.
2. There will be regular Teacher – Class discussion e.g. during circle time, dealing with friendship / playtime issues.
3. Peer support will be strongly emphasised: children will be taught how to effectively support a bullied child and how to resist “joining in” with bullying.
4. Children suffering from bullying will be encouraged to keep diaries to share with staff/parents.
5. An academy Anti-Bullying Code is in use, giving clear advice to children on what to do if you are a witness or a victim of bullying:

If you see someone being bullied:

- Don't rush over and take the bully on.
- Do let a teacher or other staff member know.
- Do try to be a friend to the person being bullied.
- Don't be made to join in.
- Do try to help the bully stop bullying.

If you are victim of bullying:

- Tell a teacher or another adult at the academy.
- Tell your family.
- Take a friend with you if you are scared to tell someone yourself.
- Keep telling people until someone listens.
- Don't blame yourself for what has happened.

## **How the Academy responds to specific allegations of Bullying**

1. Children will know who to talk to in the first instance. This will usually be their class teacher, but it could also be:
  - Another teacher known to them.
  - A Teaching Assistant.
  - A Learning Mentor.
  - A Lunchtime Supervisory Assistant.

The children must be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Therefore, any other adult in receipt of information should feed back to the class teacher as soon as possible.

2. The class teacher takes steps to discuss the problem with the bullies to establish the situation and talk through any issues. An early resolution is sought using these tactics.
3. Both bullied and bullying parties are informed that the situation is being monitored by the class teacher/s concerned.

4. If there is no improvement, or further bullying occurs, the parents of the bullying child must be contacted in order to come into academy to discuss the problem and to make clear that a zero tolerance policy is being adhered to. If further bullying takes place, there is a real risk that the bully will be excluded for a fixed term in the first instance.
5. As a result of the discussion clear expectations are laid down as to:
  - Expected behaviour and attitudes.
  - Where the bullying child should be at specific times of the day.
  - Who they should report to, and when.
  - Who they should keep away from.
  - What are the arrangements for beginning/ending lessons, lunchtimes, starting and ending of the day.

Individual circumstances will determine the precise arrangements to be made.

6. Support is given to the bullying child to raise their self-esteem and develop appropriate social skills eg: alternative provision at lunch time for a given period to ensure they feel safe.

### **Recording**

Bullying is recorded at all stages, together with the action taken in the pupil's personal file, transferred with the child from class to class and may be transferred at transition to High School.

### **Repeated Offences**

In cases where there is callousness about the bullying which causes the bully (or bullies) to continue even though they have been made thoroughly aware of what they are doing and the effect that it is having, then this is regarded with the utmost seriousness.

- The Head Teacher will see any such offenders and make it clear to them that they will no longer be welcome in the academy if such behaviour does not stop at once.
- Pupils who continue, after clear warnings, to be knowingly unkind to other people are liable to be excluded (see Exclusion Policy).

### **Roles & Responsibilities**

All staff at Fritcham Academy have a responsibility for implementing our policy and dealing appropriately with incidents that are brought to their attention. All incidents should be referred to the child's (bully & victim) class teacher, who is responsible for liaising with the parents..

The Headteacher is responsible for ensuring the policy is implemented consistently and effectively. Significant incidents should be reported to Governors.

### **Entitlement and Inclusion**

All pupils, whatever their ability, gender, race, religion, size or weight are entitled to feel safe and have full and equal access to our provision both during the academy day and during extra-curricular activities. All children have the right to be listened to and fairly treated if they report or are accused of bullying.

**Raising awareness / Staff training**

The academy takes part annually in 'Anti-bullying Week' by highlighting positive behaviours and attitudes.

New staff are inducted into the academy's safeguarding and anti-bullying procedures on arrival. This training is refreshed every two years.

**Monitoring**

The impact of this policy will be monitored through regular audit of records of serious incidents and alleged bullying. The outcome of this monitoring will be reported to Governors and will impact on future development of associated policies and practice.

**Review**

The policy will be reviewed every three years or earlier if relevant.

**Links to Other Policies**

- Behaviour Policy
- Safeguarding Policy
- Complaints Policy
- PSHE Policy
- E-Safety & ICT Acceptable Use Policy
- Harassment & Discrimination including Racial Abuse Policy

## Fritcham Church of England Primary Academy's Anti-Bullying Code



**If you see someone being bullied:**

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- **Do let a teacher or other staff member know.**
- **Do try to be a friend to the person being bullied.**
- **Don't be made to join in.**
- **Do try to help the bully stop bullying.**

**If you are victim of bullying:**

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- **Take a friend with you if you are scared to tell someone yourself.**
- **Keep telling people, until someone listens.**
- **Don't blame yourself for what has happened.**