FLANSHAW - ANTI BULLYING POLICY

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks, homophobic or trans-gender)
- Indirect (spreading rumours, excluding someone from social groups).
- Using electronic methods OR SOCIAL MEDIA to upset/intimidate/humiliate/harrass

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. “Flanshaw is a Telling School” is our motto re bullying.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

Schools

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to a member of Senior Management, a red given, a text home through Parent Hub and recorded on the school management system (Integris).

- Class teachers will be kept informed and if it persists the class teacher will advise the Senior Leader.
- Parents will be informed on the same day and invited in for a meeting to discuss next steps.
- Sanctions will be used as appropriate and in consultation with all parties concerned – parents/pupils and staff.
- All teaching staff will be made aware at Friday briefings. Teachers/Support/Lunchtime

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with the P.S.A. or member of staff of their choice.
- Reassuring the pupil – the responsibility of all at school.
- Offering continuous support.
- Restoring self-esteem and confidence by meeting weekly with an ELSA trained member of staff.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.
- Informing parents or guardians to help change the attitude of the pupil.
- Informing the school council.
- Recording their behaviour on Integris

The following disciplinary steps can be taken:

- In accordance with our behaviour policy, each incident will receive a sanction of inclusion, as the incidents increase, the sanctions will too.
- Meetings, official warnings (letter to parent) to cease offending behaviour and enter all details onto Integris.
- After school detention.

- Fixed term/permanent exclusion from certain areas of school premises – lunchtime/playtime exclusion.
- Access to internet and school network removed - fixed term or permanent.
- Minor fixed-term exclusion/permanent exclusion
- Year 6 removal of hoodie and possible removal of JLT position.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in SEAL, class time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. The school will use the annual anti-bullying week and e-safety weeks to address these issues.

Monitoring, evaluation and review

The school will review this policy biannually to assess its implementation and effectiveness when required. The policy will be promoted and implemented throughout the school by all staff.

Prepared by (member of staff): Caroline Butterworth Julie Ford	**Date: February 2023**
Ratified by Full Governing Body:	**Date: February 2023**
Signed off by Chair of Governing Body:	