



Firbeck Academy

Anti-bullying policy

Responsible person:	J Osprey
Approver(s):	LGB
Date approved:	July 2016
Review date:	July 2017

1 Statement

At Firbeck Academy, it is our intention to provide a safe, happy, relaxed and stimulating environment to enable children to learn. However, it is recognised by the Staff and Governors of Firbeck, that from time to time, groups and individuals may experience bullying behaviour.

The School will not tolerate such behaviour and is committed to implementing an 'anti-bullying' policy. Any person attending school, is expected to adhere to the policy and individuals who choose to display bullying behaviour will be dealt with in accordance with the sanctions/procedure set down in the policy.

2 What do we mean by bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, 'lots of times, on purpose'.

Bullying can be short term or continuous over long periods of time.

Bullying might be:

- Physical Including sustained pushing, pinching, hitting or kicking.
- Verbal Including sustained taunting, name-calling, teasing or threatening.
- Emotional Including sustained taking or damaging property, rude or threatening gestures, excluding children from peer groups.
- Homophobic because of, or focusing on the issue of sexuality
- Racial racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Direct or indirect
- Cyberbullying Including sending inappropriate text or email messages
- Misuse of associated technology , i.e. camera & video facilities

Bullying may be related to:

- Race
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying

Bullying can take place in the classroom, playground, toilets, on the journey to and from school and cyberspace. It can take place during the school day, in the classroom, in the corridor or toilets, on the playground, out of school, in group activities and between families in the local community.

Not all reports of 'bullying' fit into the traditional stereotype. Incidents will, therefore, need to be investigated although it should be remembered that not all reported incidents are 'bullying'.

There may also be occasions when children report minor, low level incidents of bullying to whomever is there at the time. This may be the class teacher, the member of staff on duty, lunchtime supervisor or another member of the year team.

They must be asked if they have reported a similar incident to a different member of staff previously and this should be followed up by liaison between the staff involved. This will ensure that nothing is allowed to, "slip through the net."

In all cases it is vitally important that the victim does not remain silent.

They must realise that if they stay silent the bully wins.

3 Why it is important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

4 Policy

The Governors and Staff of Firbeck recognise that groups and individuals may experience bullying behaviour - physically, emotionally or socially. Such experiences infringe upon the rights of the individual to a happy and positive learning environment. Furthermore, it is recognised that bullying is often hidden and that coercion is often used to gain the complicity of others.

The School is committed to a policy of equal opportunities and anti-racism in all aspects of school life (including lunchtimes and clubs etc) and therefore associated types of bullying must be dealt with effectively and consistently for both bully and victim. The following measures therefore are being taken:-

- Pre-empting strategies
- Use of sanctions with constant reinforcement of positives attitudes and behaviour
- Record keeping (logging of incidents)
- Policy reviews

5 Procedure

5.1 Pre-empting Strategies

Raising teaching and support staff /dinner supervisor/ parental awareness. (A copy of this document will be kept on the school website and a paper copy in the office.)

Every child admitted to school will be made aware of the policy.

5.2 Prevention

We work hard to prevent any forms of bullying. The ethos and working philosophy of Firbeck means that all staff actively encourage children to have respect for each other and for other people's property. There are well established school rules in place which demonstrate caring behaviour, and staff work to ensure they are understood by all children.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- thinking time
- writing a set of class rules
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays about what to do through scenarios of bullying
- having discussions about bullying and why it matters that bullies are dealt with quickly

The following may be used:

- PSHE teaching
- SEAL programme
- Circle time
- School council
- E safety teaching
- Assemblies
- Anti-bullying weeks – raising awareness
- The Reach Counselling Service

5.3 Sanctions

When an incident occurs, whether it be physical, social or emotional, where two or more parties are involved, the member of Staff privy to such information will take the following action:-

- On the spot action to stop the incident
- The bullying behaviour or threats of bullying must be investigated and stopped quickly.

Discuss with the parties concerned, appropriate steps to dissipate the problem.

- Follow up the incident by informing the class teacher(s) of all pupils involved and where necessary the Head of School.
- The children bullying are asked to make a genuine apology
- The school behaviour policy is followed to impose sanctions. In serious cases, internal or external exclusions will be considered.
- Log the incident centrally (on SIMS).

- Parents will be notified either by class teacher or headteacher
- If necessary and appropriate, police/community support officers will be consulted
- The school supports all children involved and aids reconciliation.
- The class teacher may take the following action:
- Class discussion. PHSE circle times/games etc if appropriate.
- Monitor any future incidents with reference to the bullying log or communication with relevant parties.
- Devise and implement a behaviour modification programme via home/school liaison.

5.4 Record Keeping

All incidents are recorded on SIMS. Teachers also keep a record of any smaller, or less obvious incidents in their classroom.

Each teacher keeps a personal note of bullying behaviour for reference.

5.5 Advice to Parents and Carers

As the parent of a child whom you suspect is being bullied-

1. Report bullying incidents to the class teacher
2. Parents will be informed and in serious cases will be asked to come in to a meeting to discuss the problem
3. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
4. An attempt will be made to help the bully (bullies) change their behavior

It is important that you DO NOT:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

6 Policy Review

The Governors and Staff recognise that changes in pupil intake may affect the school environment. Therefore, there is a recommendation that this policy is reviewed annually.