



Fishbourne Church of England Primary School

Anti-bullying Policy

Lead member of staff	Head teacher
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At Fishbourne Church of England Primary School we start with the WHY – our core belief drives all decision making. We think deeply about the HOW, using our core belief to guide decisions on a day to day basis. Finally we decide WHAT action brings our belief to life.

Our core belief is that:

***'There is only one you in this great big world...
...make it a better place'***

This core belief is at the heart of why and how we create our policy and the policy in action.

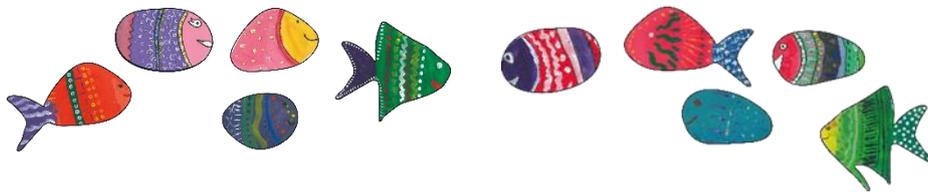
God you made me; you created me. Psalm 119



Fishbourne CE Primary School

Anti-Bullying Policy

In everything that we do at Fishbourne CE Primary School we believe that there is **only one you!** Uniquely created by God, each and every member of our learning community has an important contribution to make both to our school and to the wider world. This belief has a profound impact on the way that we nurture and support both our children and families, and in our approach to many elements of school life.



Objectives:

- This policy outlines what Fishbourne Church of England Primary School will do to prevent and tackle all forms of bullying.
- The policy has been adopted with the involvement of the whole school community and is revisited with our community through our Behaviour for Learning and Life behaviours of ready, respectful and safe.
- Fishbourne Church of England Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form.

What is bullying?

Bullying is when someone hurts someone else on purpose, using behaviour that is meant to hurt, frighten or upset another person.

It could be:

Emotional - hurting your feelings or leaving you out.

Physical - pushing, kicking, spitting, hitting or punching.

Verbal - name calling or unkind words.

Cyber - saying unkind words by text, email or online.

When is it bullying?

Several Times On Purpose

We recognise that bullying can take different forms:-

- Verbal bullying – repeated name calling, use of threatening, racist or provocative language
- Psychological bullying – repeatedly excluding an individual from group play, spreading rumours or refusing to talk to / acknowledge another child
- Physical bullying – repeatedly hitting, kicking, grabbing another child; taking or hiding another's property
- Online-bullying – the use of electronic communication to send inappropriate materials, typically by sending messages of an intimidating or threatening nature

At Fishbourne Primary we have created a school culture in which we champion all our children by never giving up on them, connecting with them and insisting they become the best they can possibly be.

We aim:

- To ensure that the whole school community has a common understanding of what bullying is.
- To teach children that all forms of bullying are unacceptable.
- To reassure children that they will be listened to.
- To keep parents informed.
- To take appropriate action in line with our Behaviour policy.
- To create a safe and secure environment where everyone can work and play while feeling safe.
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STRATEGIES TO MINIMISE BULLYING

- The delivery of the curriculum promotes resilience and encourages children to challenge their own and other children's thinking when they know something is wrong.
- Our school rules of ready, respectful and safe promote a positive approach to thinking about behaviour and promoting the behaviours that we want to see.
- Regular PSHCE, thinking circles and class discussions encourage honesty and openness amongst the children
- All children sign our home-school agreement which was written in collaboration with children, staff and parents and is revisited bi-annually.
- All staff get to know children well enough to be able to identify any changes in behaviour.
- Classroom staff monitor 'in class' behaviour while staff on playground duty look out for friendship issues / potential bullying.
- All incidents of bullying are reported to the SLT and recorded on CPOMS.

PROCEDURES FOR ADDRESSING BULLYING

- All members of the school learning community are asked to report any inappropriate behaviour they witness.

- Class teachers will (in the first instance) follow up issues involving their pupils. A record of any bullying will be kept on CPOMS.
- The school works in partnership with the parents of both the child who has been bullied and the bully to offer help, support and guidance.
- Each case is different and it is important that adults take the time to talk to everyone involved to make sure they have fully understood the situation.
- Appropriate consequences and support will be put in place (see Behaviour for Learning and Life policy) and any children who have hurt someone else are supported/encouraged to reach a resolution together.
- If the bullying persists, we will continue to work in partnership with parents and families to put the appropriate support into place. This may take the form of missed playtimes, internal exclusion, leading to fixed term exclusion from school.
- Incidents occurring outside of school hours / off site will be tackled on a case-by-case basis e.g. through discussions with pupils and their families, in the first instance with the class teacher, then with the headteacher.

Where to access additional help or support:

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk •
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS)
- www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis