

## **POLICY: ANTI – BULLYING**

**Reviewed: August 2019**

### **Rationale**

Foremarke School stands against bullying and cyber-bullying in two ways:

- By sustaining a general ethos that discourages bullying and cyber-bullying through providing positive alternatives and encouraging the pupils to discuss the issues concerned in an open, supportive manner.
- By having clear procedures, understood by pupils, staff and parents that are followed when bullying or cyber-bullying is reported.

### **Definitions – Bullying versus Conflict**

**Bullying** involves the intentional and persistent abuse of power, intended to cause harm. It may take several different forms, for example; physical attack, verbal abuse, psychological abuse (e.g. spreading rumours, isolation, etc.) and cyber-bullying (social websites, misuse of mobile phones, text messages, photographs, e-mails). Bullying can also exist in racial, religious, cultural, sexual and homophobic forms. Bullying can happen at all levels of society, to adults and children.

Bullying is not a one-off act of random unkindness or violence against an individual nor should it be misguidedly associated with conflict.

**Conflict** is a struggle between two or more people who perceive they have incompatible goals or desires. Conflict can and will occur naturally as people interact with one another. It is a normal part of life that an individual will not always agree with another about the things he or she wants, thinks or does. Often conflicts arise in the moment because two or more individuals see the same situation from different points of view.

### **Foremarke Anti-Bullying Strategy**

The most effective way to prevent bullying is to create an ethos of good behaviour where pupils treat each other and school staff with respect, and to teach children about the importance of understanding and tolerating differences between people. This is reinforced by way of the CARE code and also in discrete form time sessions, school assemblies, house meetings, Circle Time and during class discussions.

The Anti-Bullying Strategy is supported further through a range of whole school initiatives involving all pupils and staff, including:

1. Non-uniform day
2. Whole School Anti-Bullying Week (Friendship Week)
3. Moral Education programme, teaching tolerance and appreciation for all others
4. Regular Pupil Council meetings – an opportunity for pupils to offer suggestions for creating a stimulating and caring learning environment



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5. 'Worry Boxes' – an opportunity for any pupil to share confidential information with their teacher
6. Friendship Benches – a place for pupils to go if they do not want to play
7. Playground initiatives to encourage cooperative play

### **Procedures for Dealing with Bullying**

Concerns about bullying can be raised by any pupil, member of staff or parent and should always be directed in the first instance towards the form teacher. The form teacher will investigate immediately by:

1. Questioning the alleged victim(s) and perpetrator(s) to gather their version(s) of events.
2. Questioning other colleagues that may have been present, may have heard or witnessed an incident.

Through their investigation, the form teacher will seek to establish the facts, i.e.

1. Who is involved and in what capacity?
2. Details of alleged incidents (when, where, how often?) including any witness accounts.



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Depending upon the nature of the incident and whether it is deemed to be bullying or a conflict, one of the following courses of action will be taken:

	<u><b>Action 1</b></u> <b>Following investigation, the alleged incident is deemed to be a conflict between two or more individuals.</b>	<u><b>Action 2</b></u> <b>Following investigation, a case of bullying or cyber-bullying has been identified.</b>
<b>Action taken</b>	<p>Depending upon the nature and severity of the incident, the form teacher will apply appropriate sanctions from the list below:</p> <ul style="list-style-type: none"> <li>- Warning issued</li> <li>- Apology issued to the victim(s)</li> <li>- Loss of playtime and/or privilege</li> <li>- Admonishment from Head of House or Head of Year</li> <li>- Admonishment from Senior Leader</li> <li>- Parents of perpetrator(s) informed</li> <li>- Incident is logged and filed</li> </ul>	<p>The information is passed on immediately to the Assistant Head Pastoral, who will inform the Headmistress.</p> <ul style="list-style-type: none"> <li>- A mediator is appointed to assist in supporting the pupils through the investigation.</li> <li>- Discussions held with the victim(s) and perpetrator(s) to discuss their role and what will happen next.</li> <li>- Both sets of parents informed of the next steps and shown a copy of the Anti-Bullying policy.</li> <li>- Perpetrator will be excluded from playtime/lunchtime and any other non-structured activity during which the bullying has occurred for a fixed period. In lessons the perpetrator will be moved to within the teacher's constant range of sight or moved to a separate table.</li> <li>- Focused Supervision arranged in all lessons and non-structured times with staff asked to give feedback on interactions and observations.</li> </ul>
<b>Further Action</b>	<ul style="list-style-type: none"> <li>- Form teacher requests 'Focused Supervision' from all staff during lessons and non-structured times.</li> <li>- Frequent discussions with the pupils involved are held to ensure there are no further concerns</li> </ul>	<ul style="list-style-type: none"> <li>- After one week, there will be a review of the process so far and the parents of the victim(s) will be invited for a follow-up meeting with the Assistant Head Pastoral.</li> <li>- Frequent discussions involving the mediator, Assistant Head Pastoral, form teacher, victim(s) and perpetrator(s) will take place to establish progress.</li> <li>- Focused Supervision will continue</li> </ul>
<b>Review</b>	<ul style="list-style-type: none"> <li>- Pupils continue to be monitored and all staff remain obliged to report any incident between these pupils.</li> <li>- Conflicting pupils will be trained in using strategies to get along with one another. Parents will be informed and encouraged to promote this.</li> </ul>	<ul style="list-style-type: none"> <li>- The victim(s) and perpetrator(s) will be offered the opportunity to sit down together with a mediator to express their views. This is not compulsory.</li> <li>- The mediator will continue to monitor and focused supervision may continue if necessary.</li> </ul>



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<b>If the problem continues</b>	- If a conflict between two or more pupils is prolonged and persistent, it may begin to be viewed as bullying and Action 2 will be instigated.	- Continued bullying or cyber-bullying will result in short-term exclusion from school or in serious cases, expulsion from school.
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All records will be treated as confidential and be retained in a 'Bullying Reports' file kept by the Assistant Head Pastoral. This information is shared on a 'need to know' basis with future teachers and, where applicable, future schools.

**Next Review Date: August 2020**

