



Freeman Community Primary School

Anti-Bullying Policy

Adopted: May 2019

Reviewed: October 2024

Signed:

Approval:

Next Review: October 2026

Our School Vision

Our vision is to provide a positive, caring learning environment where individual's unique qualities are encouraged, valued and celebrated. Our children will build a collection of memorable learning experiences and will be equipped with the skills and knowledge to succeed.

Our School Mission

We nurture children's aspirations through the provision of an exciting and stimulating curriculum.

We provide a safe and happy school, where everyone is valued for their unique gifts and talents.

We encourage children to be confident in all they do, enabling them to adapt and contribute to the ever-changing world around them.

Underpinning values

- Developing core values of;
 - Curiosity
 - Achievement
 - Resilience
 - Independence
 - Nurturing
 - Graciousness
- Supportive learning environment
- Individuals reaching their full potential
- Strengthening community links
- Encouraging confidence in meeting the challenges of the future

Desired Outcomes

- Children enjoying learning and able to share and talk about their own experiences.
- A curriculum, with cross-curricular links, which gives the children greater understanding of the world around them, experiencing the fun of learning.
- Strong community links, including access to a range of local resources, where children and adults can share experiences.
- Children to have the skills to adapt to whatever the future might bring, and to have the ability to meet and take on new challenges throughout their lives.
- Children feel valued and are able to recognise their own strengths and abilities.

1) Objectives of this Policy

Freeman Community Primary School Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

2) Our school community:

- Discusses, monitors and reviews our anti-bullying policy at least once every two years.
- Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports to parents/carers regarding their concerns on bullying and deals promptly with complaints.
- Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

3) Definition of bullying

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”.

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking; hitting, taking or damaging belongings, inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger – **Online** Bullying), sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

4) Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Physical - pushing and shoving, tripping up, kicking and spitting.
- Emotional – humiliating someone, name calling, using insulting name or comments.
- Prejudice - related to race, religion, culture, ethnic group, sexual orientation and special needs and disabilities.
- Bullying related to appearance or health conditions.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Cyber bullying – any forms of bullying using mobile devices, internet, social media, chat rooms, instant messaging or email.
- Discriminatory behaviour of any kind that does not fall in to one of the categories above against any individual.

5) Preventing, identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils’ social and emotional skills, including their resilience and self-esteem.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support, the e-safety curriculum and through the School Council.
- Train all staff including lunchtime staff, to identify bullying and follow school policy and procedures on bullying.
- Actively identify “safe spaces” for vulnerable children.

6) Involvement of pupils / students

We will:

- Discuss children’s views on the extent and nature of bullying through Circle Time, PSHE (**Jigsaw**) and assemblies.
- Ensure children know how to express worries and anxieties about bullying and encourage them to talk to a trusted adult.
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve children in anti-bullying campaigns in school where appropriate.
- Publicise the details of helplines and websites.
- Offer support to children who have been bullied such as one to one time, talk time, nurture and Emotional Literacy Support.
- Work with children who have been bullying in order to address the problems they have.

7) Liaison with parents and carers

We will:

- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.

- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

8) Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- The teaching of Citizenship and PSHE.
- Safeguarding Policy
- Behaviour Policy
- Restraints Policy
- **Acceptable Use of ICT Policy**
- **Online Safety Policy**
- The recording of bullying, racial incidents, homophobic, religions, cultural, ethnicity, sexual orientation or any other forms of discrimination.

9) Preventative Strategies:

High levels of Supervision i.e.

- Playground –three/four adults on the playground
- Midday Supervisors **who circulate the playground and made aware of individual children to monitor**
- Teaching Assistants in every class every morning
- Learning Support Assistants for identified children who also supervise lunch times
- Ensuring adequate adult/child ratio when going on school trip/walk etc
- Positive reinforcement kind/helpful behaviour e.g. if one child assists another who has fallen over in the playground.
- Reinforce caring for each other through **PSHE and Jigsaw** assemblies and other appropriate curriculum areas e.g. PSHE.
- Remind children to say 'Stop, don't do that' if another child does something to them that they don't like in the classroom/playground/toilet. If they persist tell Midday Supervisor/Classroom Assistant/Teacher straight away.
- Carpet Discussion Time - when incident brought to teacher's attention e.g. pushing/fighting, sit down and discuss with whole class how they feel about the incident. Would they like it to happen to them? How does it make them feel? What should they do?
- Keep record of incidents –**Use of CPOMS, assigning incidents to the** Headteacher. If a pattern of behaviour is emerging or serious incident occurs contact parents to discuss ways of resolving the situation.
- Playground Equipment and adults support - markings/games on the playground, picnic tables and lunchtime equipment all help to keep children positively focused on desired behaviour as well as adult support for play.
- Teach children how to recognise when others do not like what is happening to them – sad face, crying.

10) Monitoring & review, policy into practice

We will review this Policy every two years as well as if incidents occur that suggest the need for review.

The school uses the guidance by the DfE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

11) Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

This Policy will be working if:

- children feel safe and secure at school
- children know what to do should they feel threatened or frightened by anyone
- parents, staff and governors are familiar with the policy and are actively involved in its support
- staff and governors are consulted regarding review/policy decisions.

October 2024 EG