



FRANCHE COMMUNITY PRIMARY SCHOOL & TOTS@FRANCHE Policies & Procedures

Title: ANTI-BULLYING POLICY

DOCUMENT MANAGEMENT

This document was **adopted** on behalf of the Governing Body, at the Pupil Achievement and Wellbeing Governors Sub-Committee meeting, on Thursday, 26th January 2017.

This document is subject to review in **January 2019**.

For clarity throughout this policy the words Franche Community Primary School, school and/or setting refer to all childcare services provided on the Franche Community Primary School site. Including: Children's Centre, TOTS@Franche, Holiday Club and Breakfast/After School Club.

"Every child has a right to feel safe from bullying and discrimination..." **Every Child matters (2005)**

Definition

- Bullying is the wilful, conscious desire to hurt, threaten or frighten someone;
- It can be physical, emotional or social abuse;
- It can be an attitude rather than an act;
- It is usually a repeated pattern of behaviour over a period of time;
- It can be through electronic communications e.g. cyber bullying through mobile phone messages or internet.

Our Aims are:

- To achieve high standards of personal conduct and genuine concern for the feelings of others;
- To prevent/reduce incidents of bullying;
- To deal effectively with bullying when it does occur;
- To make action against bullying the responsibility of all.

Our School Ethos

- We do not tolerate the bullying or intimidation of other children or adults. Incidents of this nature are dealt with immediately.
- We seek to empower all children to inform an adult if they feel they are being bullied or intimidated.
- We regularly promote our anti-bullying message of **"Tell an Adult you Trust"** and **"STOP"** (Start Telling Other People) in school assemblies and during curriculum time.
- We promote the Peer Mediation scheme for children which allow children to access their peers for support. Mediators are fully trained to seek advice and support from staff when needed.



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- We encourage children to value others and as a school we aim to provide *all* children with equal opportunities.
- The school will not tolerate any form of racial or sexual harassment.
- The school implements and monitors acceptable user policies, promoting E-safety.

Strategies to deal with Bullying

CONCERN - if bullying is noted by a member of staff or it is reported to them by a parent then the concern should be immediately raised with the Head of Year or Assistant Heads.

DISCUSSION - with the victim about their feelings, establish events and for pupil to write down or tell their side of the incident.

MEETING - arrange meeting with all involved.

EXPLAIN - explain the issue and concerns, discuss the consequences of their actions in relation to the victims feelings.

SHARE - discuss with those involved a solution and way forward.

MONITOR - staff will monitor the implementation of the solution. Parents will be duly informed of the outcome of this process.

All incidents of bullying will be logged by the school in the appropriate place.

This policy works alongside the school discipline and behaviour policy.

If the above strategies are unsuccessful a meeting will be arranged with the Head teacher, members of Senior Leadership team and the pupil's parents.

Review

The Head teacher and Staff will review this policy annually taking into account an evaluation of reported incidents of bullying in the last 12 months. Any suggested amendments will be presented to the Governors for their discussion at their first meeting in the following term.

Signature: Date: 26/01/2017
Jane Haynes, Chair of PAW Ctte