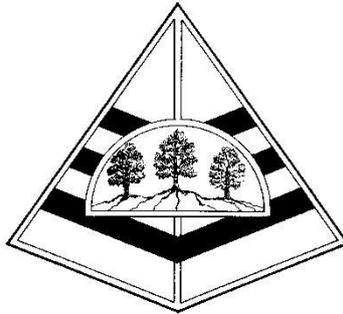


# FERNDOWN MIDDLE SCHOOL



## Anti-Bullying Policy

<b>Policy to be reviewed by Governor Committee:</b>	<b>Community &amp; Curriculum</b>
<b>Frequency:</b>	<b>2-yearly</b>
Reviewed:	14/10/2015
Reviewed:	21/03/2018
Reviewed:	17/06/2020
Reviewed:	16/06/2021
Reviewed:	
Reviewed:	

*This policy has been reviewed in line with the 8 principles set out in the Single Equality Policy and an initial screening Equality Impact Assessment has been carried out.*

## Anti-Bullying Policy

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*The articles of the United Nations Charter for the Rights of the Child have been considered when creating this policy.*

*This Policy document has been written to reflect current practices in place at Ferndown Middle School. It is implemented and endorsed as expected good practice by the Senior Leadership Team and staff and pupils. Staff are aware of their individual and collective roles in assessing and monitoring pupils' progress both academic and pastoral.*

### **Ferndown Middle School Aims**

- To provide an exciting, challenging and motivating learning environment for all pupils and teachers that shows respect for the diversity of people's backgrounds.
- To set high standards of attainment and achievement for all pupils, ensuring that similar life opportunities are available to all pupils.

### **An exciting learning and motivating environment for all pupils**

- To foster the joy of learning.
- To provide a variety of techniques and strategies for teaching and learning.
- To provide resources within the classrooms to aid learning.
- To ensure that all pupils feel safe within the learning environment.
- To always be aware of the responsibility of teachers to promote self-esteem.
- For staff to have high expectations of all pupils.
- Pupil's and adult's behaviour is thoughtful and creates a positive learning ethos in all lessons.
- For staff to develop and foster the skills and attributes of a good learner to include: resilience, resourcefulness and motivation for learning.

Ferndown Middle School is committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. At Ferndown Middle School, bullying of any kind is not tolerated. If bullying does occur, all members of the school community should understand the school's approach and are clear about the part they can play in the prevention and reporting of such incidents.

Ferndown Middle School is a **Rights Respecting School**. In the construction of this anti-bullying policy, the United Nations Convention on the Rights of a Child has been used as a reference point. Whilst many of the articles are relevant to the issue of preventing bullying in schools, the following articles are considered to be most relevant:

Article 2 ~ The convention applies to everyone, whatever their race, religion or abilities; whatever they think or say, whatever type of family they come from.

Article 3 ~ All organisations concerned with children should work towards what is best for each child.

Article 14 ~ Children have the right to think and believe what they want, as long as they are not stopping other people from enjoying their rights.

Article 29 ~ Education should encourage children to respect others, human rights and their own and other cultures. It should also help them to learn to live peacefully and respect other people.

# Anti-Bullying Policy

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## The role of the Trust Board and Governors

The Trust Board and School Standards Boards support Senior Leaders in all attempts to eliminate bullying from our schools. This policy statement makes it very clear that bullying is not acceptable and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Trust Board reviews the effectiveness of the school policy regularly. School Standards Board review the effectiveness of the policy through the Headteacher termly reports.

## The role of the CEO, SLT and Staff

It is the responsibility of the SLT to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The SLT report to the governing body and Trust Board about the effectiveness of the anti-bullying policy on request.

It is the responsibility of all school staff to ensure that all children know that bullying is wrong, and that it is unacceptable behaviour both in and out of school.

Opportunities throughout the school calendar are used to raise awareness of our students to the negative consequences of bullying. These could include:

- Anti-Bullying Week which promotes strategies to reduce bullying.
- Whole School Assemblies
- PSHCE lessons (Jigsaw/SEAL)
- The use of Peer Mediators who help to resolve friendship issues before bullying occurs.

All incidents of bullying are required to be monitored by the CEO and SLT and reported in the termly report to governors. The CEO and SLT may support teachers by investigating incidents of alleged bullying in more depth if required i.e .if parents or teachers ask for support.

All staff take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep records of all incidents that happen in school and report these to the Senior Leaders.

All staff attempt to support all children in school and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

Should a parent or carer wish to complain about or appeal against a decision taken by the SLT regarding bullying by a pupil or staff member, they should refer to the Trust Complaints Policy.

This policy helps to ensure that all members of the Ferndown Middle School Community (pupils, parents, guardians, staff and governors) know and understand the procedures for recognising and dealing with bullying.

## The Definition of Bullying

As a school community, we recognise bullying as the repetitive and intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.

## Anti-Bullying Policy

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The school recognises that bullying behaviour can happen both in school and out of school. Behaviour which is intended to hurt someone either physically or emotionally and is often aimed at people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability is recognised as bullying.

### Types of Bullying

Bullying comes in many different forms but predominantly falls into one of the following categories:

- **Verbal bullying** can include when someone is called names, threatened or made to feel uncomfortable.
- **Physical bullying** can include any kind of physical aggressive contact with the intention of causing harm.
- **Social bullying** can include when someone is deliberately ignored, has unkind things spread about them and is made to feel like an outsider.
- **Emotional bullying** can include when someone is intimidated through teasing, shouting and mocking which affects their mental wellbeing.
- **Extortion** can include when someone demands money/goods or services through the use of threats or intimidation.
- **Cyber bullying** can include the misuse of all areas of technology.

### Prevention of Bullying

- The language of rights, respect and responsibilities are used throughout the school within every conversation and interaction.
- Pupils are encouraged to appreciate the diversity of our community, through effective PSHCE education, resulting in an inclusive environment where 'banter' and racist or sexist language is challenged and effectively dealt with, through an understanding of what is right and wrong.
- All children understand that they have the right to feel safe and be listened to.
- Within the curriculum, the school will raise the awareness of the natures of bullying through PSHCE lessons, tutor time activities, assemblies and in subject areas, as appropriate, in an attempt to eradicate such behaviour and for pupils to be able to self-regulate their behaviour.
- Through these activities, the importance of everyone taking a stand against bullying is to be highlighted. Those who are bystanders in bullying situations are encouraged to take action and speak out against the person showing bullying behaviours to a member of staff.
- The school aims to build the self-confidence and esteem of all pupils. This will encourage them to develop strategies to manage potential bullying situations with non-aggressive assertiveness and appropriate confidence.
- All pupils are made aware of the anti-bullying policy.
- The School Council Representatives are involved in the drafting and re-drafting process of the anti-bullying policy.
- No Put Down week encourages positive language amongst peers.
- Being a level 2 Rights Respecting School, the whole school community is aware of the articles of the United Nations Convention of the Rights of the Child. As such the behaviour policy, including rewards and sanctions are underpinned by the principles of this document.

# Anti-Bullying Policy

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## Procedures for dealing with bullying

In the situation where a pupil is being bullied by another pupil, the following procedure will be used.

- If bullying is suspected or reported, the person who has been approached will pass this concern onto the child's tutor. The tutor will talk to the victim and arrange for the person doing the bullying to be seen separately in the first instance (if a group is involved, it will be dealt with by the TLM, if it is a single person, their tutor).
- The tutor of the child showing the bullying behaviour will get them to verbally agree to stop this behaviour.
- The tutor will record the incident on the school's incident log. On this incident log, any further actions will also be recorded.
- An appropriate course of action, linked to the consequences below, will then be followed.
- The actions taken will be communicated to all relevant staff and parents/ guardians and the **victim in the incident needs to be informed that it has been dealt with and what has happened to the child showing bullying behaviour.**
- An attempt will be made to help the child (children) change their bullying behaviour.
- The situation and relationship between the pupils will continue to be monitored in order to ensure that repeated bullying does not take place.
- Should the bullying persist the severity of the consequence will increase accordingly.

In the situation where a pupil, or parent/ guardian of a pupil, feels that they are being bullied by a member of staff, the following procedure will be used.

- The pupil or parent/guardian should report their concern to either their child's TLM, the Assistant Headteacher or the Headteacher.
- Once an allegation has been received, it will be investigated by the school. The pupil will be spoken to and their concerns listened to.
- The member of staff will be spoken to by a member of the school leadership team.
- Once the school has investigated any allegation, the school will inform the parent/guardian of the outcome and give them a chance to discuss the findings with a senior member of staff.
- The school will use the established staff disciplinary procedure to deal with any proven instances of bullying type behaviour by a member of staff.

## Consequences

The school aims to involve parents/ guardians to ensure that they are clear that the school does not tolerate bullying. Parents/guardians will be contacted and seen separately if this is deemed appropriate.

- In all cases, an entry will be made on the school's incident log outlining the nature of the incident and the pupils involved.
- The person of people doing the bullying will be asked to genuinely apologise for their actions
- A detention will be issued and a relevant activity completed.

Should the situation persist further sanctions will follow including:

- Involvement of the Headteacher/Assistant Headteacher/TLM
- Exclusion from certain areas of school premises

## Anti-Bullying Policy

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- Internal fixed term exclusion
- External fixed term exclusion
- Permanent exclusion

Should the bullying incident be deemed to have broken criminal laws the police will be informed and further action will follow.

### **The victim of bullying will be supported by**

- Being reassured that they have made the right choice in telling someone about the situation and that action will be taken.
- Being offered an opportunity to discuss the experience / incidents with a form tutor or a member of staff of their choice.
- If appropriate, victims of bullying will be supported by mentoring / small group work to restore self-esteem and confidence, and to help them develop coping strategies.
- Continued monitoring of the situation by staff.

### **The pupil who has bullied will be helped by**

The following are reasons identified through research with young people to explain why a person may exhibit bullying behaviour. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way).

These will be taken into consideration when dealing with a pupil who is exhibiting bullying type behaviour. To support these pupils, one or more of the following strategies will be used by the adult or teacher investigating the bullying incident:

- Being given an opportunity to discuss what has happened.
- Discussing why the pupil has become involved in a bullying situation.
- Establishing wrong doing and the need for change in attitude and behaviour.
- Working through some tasks that will help them reflect upon and examine the consequences of their actions (appropriate to their age and type of bullying).
- Engaging in mentoring or behaviour support activities.

## Anti-Bullying Policy

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There are a number of signs and symptoms that a person may display to indicate that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber-message is received
- Gives improbable excuses for their behaviour.

### Notes

- This policy has been created with input from pupils, parents/guardians, staff and governors.
- It has also been written to reflect the guidance on Anti-Bullying Policies provided by the Anti-Bullying Alliance.
- This policy had been reviewed in line with the single equality seven strands: race/ethnicity, gender, religion/faith/belief, sexual orientation, transgender, age and rural isolation/exclusion/ deprivation.

### Other school documents that relate to this policy

- eSafety Policy
- Behaviour Policy
- FMS PSHCE Policy

## Anti-Bullying Policy

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- General Complaints Procedure

### Support Agencies and Sources of Information

- **Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues. [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- **Bullies Out** ~ Working with the bullied, bullies and bystanders. [www.bulliesout.com](http://www.bulliesout.com)
- **Kidscape** ~ [www.kidscape.org.uk](http://www.kidscape.org.uk) 02077303300
- **Childline** – advice and stories from children who have survived bullying 08000 1111
- **Bullying on line** ~ [www.bullying.co.uk](http://www.bullying.co.uk)
- **Parentline Plus** ~ advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk) 0808 8002222
- **Parents Against Bullying** ~ 01928 576152
- **Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk).
- **Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)
- **Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- **Know IT All for Parents** – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)