

# **POLICY TO COMBAT BULLYING**



**Falcon**  
**JUNIOR SCHOOL**

Approved by Governors  
November 2018

*Falcon Junior School is a happy school with a reputation for caring and supportive inter-personal relationships. We are, however, aware that bullying exists in all schools. We do our very best to maintain an ethos which prevents it from happening. Issues which do arise are taken seriously and dealt with promptly and thoroughly.*

## **Definition**

Anti-Bullying Alliance (ABA) defines bullying as:

**‘The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online’.**

In accordance to the Equality Act (2010) Falcon Junior School is committed to preventing and responding effectively to the bullying of vulnerable groups of children including disabled children / children with SEN, those who are or perceived to be LGBT, race and religion targeted, sexist and sexual bullying.

**Examples of bullying :** Name calling - leaving people out - teasing because different - winding up - whispering - setting up for trouble - kicking - hitting - sarcasm - spoiling work - hiding possessions - spitting - glaring - staring - passing hurtful notes - tripping up - chanting - damaging property - refusing to touch anything to do with victim - belittling - degrading - stealing - obstructing - laughing at - humiliating - aggression - sexual harassment - racial abuse - gender abuse - mimicking - spreading rumours - telling lies - taunting - daring - threatening - extortion - intimidating - denying choice - saying unkind things about family - demanding money - ganging up - forcing to do something against will - cyber-bullying – insulting text messages - using social networking sites to threaten, intimidate, insult. Prejudice- homophobic, transphobic, sexist, disablist and racist remarks targeted at faith.

Bullying is equally common for boys and girls.

## **Signs of Bullying**

Looking out for signs of bullying is a collective responsibility. The following ‘out of character’ behaviours may be an indication that a child is being bullied:

- school refusal
- frequent illness
- not wishing to go out at break times
- easily upset
- trying to avoid certain situations (e.g. getting changed for PE)
- books or possessions go missing
- seeming frightened of walking to or from school
- beginning to do badly in school work
- clothes or possessions becoming damaged or destroyed
- becoming depressed or withdrawn and starting to stammer
- becoming distressed and eating significantly less
- attempting self-harm
- crying easily
- having unexplained bruises, scratches or cuts
- asking for money or starting to steal (to give to bully)
- ‘losing’ pocket money
- solitary at playtime
- refusing to say what is wrong
- giving an improbable excuse to explain any of the above

## Dealing with a bullying incident

When dealing with a bullying incident it is important to keep calm, take it seriously, act promptly and reassure the victim. It is also important to investigate fully all incidents that are reported to the satisfaction of all parties and inform parents.

### Whole School Action

- inform new parents and children of our attitude towards bullying and remind potential bullies that such behaviour is not acceptable
- give a '**Bullying is not Accepted at Falcon Junior School**' leaflet to each family on admission together with a copy of our **Falcon Values**.
- keep an eye on children who start at the school during the year until they are established
- use assemblies, PSHE lessons and Circle Time to establish peer group disapproval of bullying
- participate in Norfolk Anti-Bullying week regularly
- teach co-operative games in PE
- provide playground space which caters for a variety of play needs and encourage co-operative games
- create a climate which enables children to talk in confidence to teachers or other adults about bullying
- seek views of parents and children and monitor results

### Strategies for Dealing with Children identified as bullying others

- inform an adult
- inform parents
- help bullies change their behaviour through the implementation of individual behaviour plans in agreement with parents
- deal with the bully disapprovingly without resorting to bullying behaviour yourself
- monitor behaviour to prevent repetition informing other duty teachers and midday supervisors if appropriate
- review arrangements for movement about the school and supervision at key times to restrict or eliminate opportunities for bullying
- keep bullies behind until everyone has left if bullying happens on the way home
- initiate an education programme, a PSHE activity or choose a relevant theme for a Year Group assembly if bullying is about a particular issue (e.g. divorce), without focusing it on the child concerned.
- encourage witnesses of bullying to take positive action to prevent or stop it
- help the bully to understand what it is like to be a victim and to understand the consequences of his/her actions
- ask for help from SENCO/external agencies if required

### Strategies for Supporting Children identified as being the victims of bullying

- reassure the victim
- help the victim overcome the 'afraid to say' hurdle
- initiate an education programme, a PSHE activity or chose a relevant theme for a Year Group assembly if bullying is about a particular issue without focusing it on the child concerned
- help the victim to help him/herself by being more assertive or less sensitive
- ask for help from SENCO/external agencies if required

- tell the victim to:
  - remember that she/he doesn't deserve to be bullied
  - say "no" to the bully
  - stay with groups of people even if they are not friends (safety in numbers)
  - avoid being alone in places where bullying happens
  - get away if in danger (don't fight to keep your possessions)
  - remember that fighting back might make it worse
  - ignore the bully
  - hide your feelings if you are upset
  - walk quickly and confidently even if you don't feel that way inside
  - be proud if you are different in some way (it is good to be an individual)

### **Strategies for Dealing with Bullying**

- help children to solve their own problems through discussion
- help children to understand the link between their behaviour and the consequences of their actions
- Anti-bullying ambassadors provide opportunities to talk
- A safe place is available for children affected by bullying
- Members of the wider community visit school to educate children on bullying and how to access support outside of school eg. Childline.
- Mrs Margree is our designated Anti-Bullying officer, who children and parents can liaison with.

### **Related Documents**

The Aims and Values of the School  
 Personal, Social, Health and Citizenship Policy  
 Playground Rules  
 Safeguarding Procedures  
 Staff Handbook

### **Further Information**

Equality Act 2010

#### **Norfolk Schools Children's Services support for schools and parents:**

School professionals: <http://www.schools.norfolk.gov.uk/Behaviour-and-safety/Bullying/index.htm>

Support for parents: [www.norfolk.gov.uk/bullying](http://www.norfolk.gov.uk/bullying)

**Anti-bullying Alliance** [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

**Childline** [www.childline.org.uk](http://www.childline.org.uk)

**Kidscape** [www.kidscape.org.uk/](http://www.kidscape.org.uk/)

Many available booklets: examples

*Don't Bully Me! Advice for Primary Age Children*

*Stop Bullying*

*Preventing Bullying! A Parents' Guide*

*You Can Beat Bullying: A Guide for Young People*

**Department for Children, Schools and Families** [www.dcsf.gov.uk](http://www.dcsf.gov.uk)

Pack for Teachers and governors

*Bullying: Don't Suffer in silence*

**Book by Terry Jones and Keith Palmer:**

*In Other People's Shoes: Use of Role-play in Personal, Social and Moral Education*

Various Posters for Cloakroom