



FST Primary Schools Federation in collaboration with Langton Primary School

Anti-Bullying Policy



Love, Learn and Grow Together

At Foston and Terrington Church of England Schools our commitment to promoting sustainability, affirming diversity, embracing community, and inspiring creativity, is rooted in the words of St Paul who wrote, 'The fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control' (Galatians 5 v 22-23). Our core Christian values, love, joy, patience, and self-control are fostered in the pupils and staff building an ethos where all can flourish.

At Stillington Community Primary School our commitment to promoting sustainability, affirming diversity, embracing community, and inspiring creativity is rooted in the core values of love, joy, patience, and self-control. These core values are fostered in the pupils and staff, building an ethos where all can flourish.

Langton Primary School aim to be an excellent school, where outstanding practice and a nurturing ethos enable every child to thrive. To achieve our vision, pupils, parents, staff and governors work in partnership to provide a safe and sustainable learning environment, delivering excellence and equality for all. Children develop their independence and resilience and are prepared well for the future through the provision of a creative curriculum and a wide variety of extra-curricular opportunities.

Last Reviewed: September 2024

Next Review: September 2025

Statement of Intent

At FST Primary Schools Federation and **Langton Primary School**, we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our schools. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are 'telling' schools.

This means that anyone who knows that bullying is happening, is expected to tell the staff. Our anti-bullying is strongly linked and taught through our core values of love, joy, patience, and self-control within FST federation and through the values of excellence, respect, nurture, creativity, collaboration and resilience at Langton Primary School.

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance "Keeping Children Safe in Education" and "Sexual violence and sexual harassment between children in schools and colleges" guidance.

What is Bullying?

We have agreed as a school that bullying is:

- Deliberate
- Repetitive
- Unkind
- Malicious

We recognise that bullying can be:

- Verbal abuse (name calling, threatening, taunting, mimicking, making someone look silly)
- Physical (punching, kicking, hitting, spitting or any use of violence)
- Cyber (sending unkind things by text, email or social media)
- Emotional (being unfriendly, excluding, tormenting)
- Racist (racial taunts, graffiti, gestures)
- Sexist (discrimination on the basis of gender e.g. "girls can't play football")
- Homophobic (because of or focussing on the issue of sexuality)
- Any unfavourable/negative comments, gestures or actions made to someone relating to their disability or special educational needs

This school does not tolerate unlawful bullying or discrimination against someone on the grounds of any of these characteristics: age, disability, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion/belief, sex (gender) and sexual orientation. These are often referred to as protected characteristics. All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying.

Identifying and reporting concerns about bullying

All concerns about bullying are taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. All staff will be alert to signs of bullying and act promptly and firmly against it in accordance with this policy. Early signs of distress **may include:**

- Withdrawn behaviour
- Deterioration of work
- Feigning illness
- Unusual absences
- Desire to remain with adults
- Isolating themselves from others
- Lacking concentration

- Truantiing from school

Why is it important to respond to bullying?

- Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.
- Pupils who are bullying need to learn different ways of behaving.
- Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and support staff, pupils and parents should understand what bullying is.
- All governors, teaching and support staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Procedures

At FST Primary Schools Federation and Langton Primary School, the following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be reported to a member of the Senior Leadership team using the electronic system, CPOMs and will be stored on this system. These will be transferred with the pupil when they transition to a different setting.
- If further incidents occur involving the same child, the SLT member will interview all concerned and take suitable action.
- Class teachers will be kept informed and if it persists, the class teacher will advise other staff members, in particular lunch time / break time supervisors.
- Parents will be kept informed.
- Sanctions will be used as appropriate and in accordance with our behaviour policy.

Pupils

Pupils who have been bullied will be supported by:

- Being offered an opportunity to discuss the experience with a trusted adult in school.
- Being reassured.
- Being offered support when needed.
- Having their self-esteem and confidence restored through well planned interventions i.e. circle of friends, play therapy, and friendship group work.
- Having access to peer support.
- If required, outside organisations contacted for support.
- If pupils have SEN, adapted approaches may be implemented to meet the needs of the pupil

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong-doing and ‘need to change’ using our restorative techniques.
- Informing parents or carers to help change their attitude.
- The involvement of the home school support worker.
- If required, outside organisations contacted for support.
- If pupils have SEN, adapted approaches may be implemented to meet the needs of the pupil

The following disciplinary steps will be taken:

- Official warnings to cease offending.
- Behaviour sanctions as per behaviour policy.
- Parent or carer invited into school to discuss way forward.
- Behaviour plans as stated in the behaviour policy
- One or more fixed-term suspensions
- Permanent exclusion

Supporting Adults

Our schools take measures to prevent and address bullying among pupils as well as adults including staff and parents.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with a designated safeguarding lead (DSL), including the DSL, Deputy DSL and school based DSL.
- Advising the person to keep a record of incidents as evidence and discuss how to respond to future concerns.
- Where the bullying takes place off school ground, online or outside of school hours, the school will investigate and ensure that appropriate action is taken in accordance with the schools’ behaviour and discipline policy.
- Reassuring and offering support where appropriate.
- Signposting to relevant organisations for further support

The following disciplinary steps will be taken:

- A copy of the relevant code of conduct shared
- Discussion with a senior member of staff and/or the headteacher using a restorative approach
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school’s official complaints procedures.
- Where this has taken place online, a request for the removal of content.
- Instigating disciplinary, civil or legal action as appropriate or required.

Whole-school strategies to help prevent and minimise bullying

- Ensuring that the whole school understands what bullying means.
- Making it clear that no bullying of any kind is tolerated.
- Allowing children to report incidents without feeling they are telling tales.
- Incidents are taken seriously, investigated and if necessary, acted upon, with the procedures outlined above.
- Systematically recording incidents, helping us to review, monitor and evaluate policy and practice.
- Using the school anti-bullying code, giving clear advice to children on what to do if you are a witness or a victim of bullying.
- A regular programme of PSHE and circle time, with emphasis on role play and use of restorative practice to share skills and experiences.

- Whole school assemblies – to raise awareness of bullying issues and providing a whole school focus for bullying.
- Taking part in anti-bullying week to raise awareness and remind pupils of how to address bullying
- Induction for all new staff and regular whole school review of procedures.
- Use of sanctions - in line with our behaviour policy
- Working with parents and carers to promote good behaviour, encourage involvement in promoting the school ethos and raise awareness of the school's approach to bullying.
- Continuous improving of playtimes and the school grounds.

Monitoring, evaluation, and review

Records of incidents will be regularly reviewed by the senior leadership team. Pupil questionnaires will continue to be analysed and feedback will also be taken from the School Council as to the success of measures taken in conjunction with this policy. Bullying will be a staff-meeting agenda item each year.

Complaints Policy and procedures of unresolved/disputed issues

If a staff member, pupil or parent feels an issue has not been resolved or wish to dispute the case, please follow our complaints policy which is accessible on the schools' websites.