Anti-Bullying Policy

Scheme of Delegation	
Approval By:	FGB
Staff Lead Reviewer:	SLT
Assigned Governor:	
Dates	
Date of Last Approval	09/2024
Date of next Review	09/2027
Review Cycle	Recommended three yearly
Category	
Publication	
Publish	FCVS Website

FCVS Anti-Bullying Policy

At Farnham Common Village Schools we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

In line with the Equality Act 2010 it is essential that our school:

• Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
• Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
• Foster good relations between people who share a protected characteristic and people who do not share it.

Aims and Values

At FCVS we will not knowingly tolerate any form of bullying and will act accordingly to help those children who are bullied and to prevent recurrences. We will also provide helpful strategies to cope with bullying and provide help and support for those children being accused of bullying. At all times our emphasis will be on prevention and our policy will relate to our overall PSHE and Behaviour policy and to policies covering Equality, Child Protection and Safeguarding. All teaching and non-teaching staff will be encouraged to be aware of this policy and act on it accordingly, as bullying is a whole school issue.

Definition of Bullying

Bullying can be defined as "Behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)

At FCVS, we discuss what bullying is, as well as incidents we would not describe as bullying, with all pupils through assemblies and PSHE lessons.

We agree that:

• Bullying is usually physical hurting, name calling, nasty looks or leaving people out.

• Bullying usually happens when the relationship is imbalanced.

• Bullying is on-going over time.

Types of Bullying

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day and into home and private space, with a potentially bigger audience, and more accessories to the act as people forward on content.

Racist Bullying

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity, culture, faith community, national origin or national status.

Homophobic Bullying

This occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children

- Gypsy, Roma and Traveller children

- Children with Special Educational Needs or Disabilities (SEND)

- Children from ethnic minorities

- Children entitled to Free School Meals

- Children for whom English is an Additional Language

- Children who are perceived to be gay, lesbian or bisexual

Bullying Prevention

Preventing and raising awareness of bullying is essential to keeping incidents in our school to a minimum.

Through assemblies as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying,

such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

School Rules

Our school rules are regularly promoted in assemblies and displayed throughout the school. Through pupils following these rules, and staff reinforcing them, bullying should be significantly reduced.

Our school rules are as follows:

- We are considerate
- We are kind and helpful
- We listen
- We are honest
- We try our best
- We look after property

Behaviour Policy

Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

Conflict resolution

When arguments and incidents occur we use conflict resolution strategies to encourage children to discuss their problems and give them an opportunity to express their feelings and concerns. The process enables children to understand the impact of their actions and develop empathy. Parties involved are encouraged to find a solution together and make amends.

Responding to Bullying

All cases of alleged bullying should be reported to the Headteacher/Assistant Headteacher, a member of the senior leadership team or a phase leader. In any case of alleged bullying, either the Classteacher, the phase leader, the Assistant Headteacher, the Headteacher, or a senior leader should first establish the facts, and build an accurate picture of events over time, through speaking to the pupils involved and adult witnesses, as well as parents and pupil witnesses if necessary and

appropriate. If the allegation of bullying is upheld, the member of staff should seek to use a restorative approach. The pupil should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded. Parents of both parties should be informed. If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the pupil concerned and agree clear expectations and boundaries which would be shared with the child. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

When dealing with incidents of Cyber Bullying staff will refer to the Childnet guidance - Cyber Bullying: Understand, prevent and respond: Guidance for Schools.

Useful links and supporting organisations

• Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
• Childline: www.childline.org.uk
• Family Lives: www.familylives.org.uk
• Kidscape: www.kidscape.org.uk
• MindEd: www.minded.org.uk
• NSPCC: www.nspcc.org.uk
• The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
• PSHE Association: www.pshe-association.org.uk
• Restorative Justice Council: www.restorativejustice.org.uk
• The Diana Award: www.diana-award.org.uk
• Victim Support: www.victimsupport.org.uk • Young Minds: www.youngminds.org.uk
• Young Carers: www.youngcarers.net
• The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools SEND
• Changing Faces: www.changingfaces.org.uk
• Mencap: www.mencap.org.uk
• Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
• DfE: SEND code of practice: www.gov.uk/government/publications/send-code-ofpractice-0-to-25 Cyberbullying
• Childnet: www.childnet.com
• Internet Watch Foundation: www.iwf.org.uk
• Think U Know: www.thinkuknow.co.uk
• UK Safer Internet Centre: www.saferinternet.org.uk
• The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis