Fulbrook Middle School
Anti-Bullying Policy 2021-22

Issue No.	Author or Reviewer	Date Written or Reviewed	Date Approved by FES/PEAP	Date Approved by FGB	Next Review Date
1	A Goodwin	April 2016	November 2016		May 2017
2	A Goodwin	November 2017	November 2017		November 2019
3	S Clancy	December 2019	No amendments required.		June 2020
4	S Thomas	January 2021			
5	S Thomas	November 2021		Dec 2021	Nov 2022

This is to be read alongside the following policies:

Safeguarding and Child Protection Policy

Sexual harassment policy

Relationship and rewards Policy

E Safety and Acceptable User Policy

SEND Policy

WHAT IS BULLYING?

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:
- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:
- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

https://www.gov.uk/bullying-at-school/bullying-a-definition

Fulbrook's School Council and Peer Supporters say:

"We believe that all members of the school should be able to learn and achieve in a safe, secure and orderly environment in which each person is treated equally and with respect.

Bullying of any kind is not tolerated at Fulbrook."

At Fulbrook we identify bullying behaviour as unkind behaviour that happens

Several **T**imes **O**n **P**urpose - **S.T.O.P.**

The Aim of this Policy is:

- To show that Fulbrook does not tolerate any form of bullying

- To create an ethos in which attending Fulbrook Middle School is a safe and positive experience for all members of our community

- To use restorative approach to rebuild relationships

- To develop a Culture of Kindness

- To make it clear that all forms of bullying are unacceptable at our school

- To encourage pupils to report any incidents of bullying

- To deal with each incident of bullying as quickly and effectively as possible, taking into consideration the needs of all parties and of our community

- To reduce the incidents of bullying

- To support and protect victims of bullying and ensure they are listened to

- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change

- To liaise with parents and other appropriate needs of our community

- To ensure all members of our community feel responsible for helping to reduce bullying

- To ensure all members of our community will be listened to and taken seriously

- To involve all our pupils in decision-making matters about anti-bullying that concern them

- To make sure that all adults who have contact with pupils, including lunchtime supervisors, part-time staff, volunteers, etc. know how to respond if they witness or are told of a bullying incident

Type of bullying	Definition
Emotional	Being unfriendly, excluding from a group, tormenting, ridiculing, humiliating;
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures, making fun of someone's culture or religion
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching. Please also see the sexual harassment policy.
Homophobic or Transphobic	Homophobic and Transphobic bullying can include: making comments about gender or sexuality that deliberately, make a person uncomfortable, calling names or teasing hitting, punching or hurting making sexual comments or asking you sexual questions ignoring you or excluding making comments online
Direct verbal	Name-calling, sarcasm, spreading rumours, teasing name calling, insulting, making offensive remarks, threats,
Indirect verbal	Making fun of someone or other family members indirect bullying through spreading stories about someone;
Psychological	Reduction of self-esteem by an action that is hurtful towards appearance, gender, race, disability, or family circumstances
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites, sending malicious or offensive e-mails or text messages, setting up hate websites;

Actions NOT considered to be bullying can include:

- Not liking someone
- Being excluded (unintentionally)
- Accidentally bumping into someone
- A single act of telling a joke about someone
- Arguments
- Expression of unpleasant thoughts or feelings regarding others
- Isolated acts of harassment, aggressive behaviour, intimidation, or meanness

Preventing, identifying and responding to bullying:

- Provide training for all staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents)
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns
- Consider all opportunities for addressing bullying in all forms throughout the curriculum
- Use a range of approaches to support the curriculum such as displays, assemblies, Peer supporters, Anti Bullying events and school council
- Actively create safe spaces and groups for vulnerable children
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied such as Restorative Approaches
- Ensure peer supporters are fully-trained, meet regularly, plan and implement ongoing campaigns
- Challenge practice which does not uphold the school values.
- Actively provide systematic opportunities to develop pupils' social and emotional skills including their resilience
- Regularly update and evaluate approaches towards developments of technology and social media (via the E-safety Policy)
- Provide advice and education to all members of the community including parents regarding positive online behaviour via the National Online Safety (NOS) parent portal.
- Children with SEN and/or disabilities can often lack the social or communication skills to report such incidents so it is important that staff are alert to the potential bullying this group faces and that their mechanisms for reporting are accessible to all
- Work with other agencies and the wider school community to prevent and tackle concerns
- Celebrate success and achievements to promote and a build a positive school ethos through a Culture of Kindness

Involvement of pupils:

We shall:

- Gain all pupils views on the extent and nature of bullying;
- Ensure that all pupils know how to express worries and anxieties about bullying;
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying;
- Involve pupils in anti-bullying campaigns organised by the Peer Supporters in school and embedded messages in the wider school curriculum;

- Publicise the details of help lines and websites;
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Liaison with parents and carers:

- Ensure that key information (including policies and named points of contact) about bullying are available for carers/parents in a variety of formats.
- Make sure that all parents/carers know who to contact if they are worried about bullying;
- Ensure all parents/carers know about the complaints procedure and how to use it effectively.
- Work with parents/carers and the local community to address issues beyond the school gates that give rise to bullying;
- Ensure that parents work with the school to role model positive behaviour or pupils, both on and offline.
- Ensure that parents/carers know where to access independent advice about bullying.

Investigating allegations of bullying:

When parents have raised a concern about a potential bullying issue, it is important that they be assured that action will be taken. Our response will be as follows:

- The form tutor, Head of Year (HOY) or senior leadership team (SLT) will contact the parent making the report
- All parties concerned will be talked to establish what has happened and if the incident is considered bullying
- The form tutor, Head of Year (HOY) or senior leadership team (SLT) will talk to the parents of the victim and the parents of the bully (usually done separately) within five working days
- Parents will be made aware that the details of any child, other than their own, cannot be discussed

Procedure for managing a bullying incident:

- It will be investigated immediately
- The victim and person(s) suspected of bullying will be listened to and a record kept of what is said on an incident form (this can be supported by a member of staff or peer if required.). This is to gather the voice of the pupil.
- All witnesses will be asked to fill in an incident form (this can be supported by a member of staff or peer if required.). This is to gather the voice of the pupil.

If it is clear that bullying has occurred:
- The bullying will be recorded on the MIS (Integris), Victims will be recorded as "victim"
- It will be made clear to the bullies that such behaviour is not acceptable
- They will be helped to understand the effects of the behaviour on others and to take responsibility for their actions
- Both sets of parents will be informed by letter, email, phone call or in person.

- A restorative approach will be taken to find a solution to the problem if all parties agree, this could be in the form of a restorative conversation, letter to the victim, etc.
- Sanctions will be explained to the bully and the victim it will be directed at the "behaviour" not the pupil
- Sanctions will be in line with the School's Relationships and rewards Policy and may include: official warnings, restorative meetings, removal of privileges, fixed-term and permanent exclusions, speaking with the police or local services
- The situation will be monitored and follow-up action taken where necessary
- Where the bullying takes place outside of the school site or online then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school's relationship and rewards policy

School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The school will also consider whether it is appropriate to notify the police. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

While school staff members have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

Supporting pupils:

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher, member of staff of their choice or Peer supporter;

- Restoring self-esteem and confidence;

- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate;

- Reassuring the pupil and providing continuous support;

- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Pupils who have bullied will be helped by:

- Taking part in restorative meetings to discussing what happened and establishing the concern and the need to change. This will also give them the opportunity to learn from mistakes and move forward;

- Informing parents/carers of incidents;

- Providing appropriate education and support;

- In the case of online bullying: removing content and reporting account/content to service provider if necessary;

- Speaking with police or local services;

- Appropriate sanctions given in line with schools relationship and rewards policy.

Reporting incidents of bullying - advice for parents/carers:

Please make a report to the school by Email or Phone.

The first contact should be made with their form tutor. Staff email addresses are available on the school website. The school telephone number is 01908 582022.

Further sources of information:

Other departmental advice and guidance you may be interested in

DfE Behaviour and Discipline in Schools Guidance

Mental health and behaviour in schools advice for school staff

Counselling in schools a blueprint for the future: advice for school leaders and counsellors

Keeping Children Safe in Education (KCSIE)

Working together to safeguard children

Useful websites

www.bullying.co.uk   www.anti-bullyingalliance.org.uk

www.childline.org.uk   www.kidscape.org.uk

www.each.education   www.youngminds.org.uk

www.youngstonewall.org.uk   www.nspcc.org.uk

www.stoptextbully.com   www.beyondbullying.com

www.childnet-int.org   www.cyberbullying.org