FOSTER'S PRIMARY SCHOOL

ANTI-BULLYING POLICY

Adopted on: 01/09/2026

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Signed: JHemley

FOSTER'S SCHOOL ANTI - BULLYING POLICY

BULLYING WILL NOT BE TOLERATED AT FOSTER'S PRIMARY SCHOOL

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)

- Bullying can include name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying is recognised by the school as being a form of child on child abuse. It can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Forms and types of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexual bullying
- Bullying via technology, known as online or cyberbullying
- Prejudicial bullying (against people/pupils with protected characteristics):
    - Bullying related to race, religion, faith and belief and for those without faith
    - Bullying related to ethnicity, nationality or culture
    - Bullying related to Special Educational Needs or Disability (SEND)
    - Bullying related to sexual orientation (homophobic/biphobic bullying)
    - Gender based bullying, including transphobic bullying
    - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

Bullying Prevention

Foster's Primary School recognises that all forms of bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying our school can help to create a safe and disciplined environment, where pupils are able to learn and fulfil their potential.

Preventing and raising awareness of bullying is an 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.

Procedures for dealing with incidences of bullying

The following procedures will take place upon being informed of, or noticing an incident of bullying in school (all cases of alleged bullying should be reported to the Headteacher/Deputy Headteacher or senior member of staff).

- Any observed or reported incidents of bullying are taken seriously and dealt with sensitively and effectively, initially by the class teacher.

- Talk with the children, offer immediate support to the victim and reassurance that it is right to tell others of instances of bullying.

- Talk with the parents, if appropriate.

- Talk with other school staff.

- Find out as much information as possible about the incident, or alleged incident, and fully investigated.

- Check facts and details.

- Act upon incidents noted/noticed

- Determine punishments (if appropriate)

- Monitor the victim and bully (bullies) following the event.

- If the bullying continues then it will be treated as a major misdemeanour and the parents of the bully, and possibly the victim, will become involved.

Victims of Bullies

Victims of bullying need whole school support. The following procedure should help the child.

- School staff to be aware of the incident and who was involved. (Diary meeting)
- Daily monitoring by the Class teacher (Have you had a good playtime?)
- Establish, if required, a 'buddy' or friend for the victim to confide in.
- Parents of the child to inform the school of any subsequent anxiety.
- An individual, class or whole school programme on combating bullying including how to confront a perpetrator, positive body language and the importance of 'telling'.

Dealing with Bullies in School

Children who are bullies also need support and help. They need to accept that they have done wrong.

- All staff should be aware of which children are bullying others.
- Bullies should clearly understand that aggression is not permitted and know the reasons for this.
- Bullies should clearly understand the 'rules' for relationships with other children and be aware of the consequences if these are not kept.
- Parents will be a part of the partnership to help the child.
- Appropriate punishments will be used (from loss of playtimes to exclusion, dependent upon the severity of the bullying)
- Outside agencies and professionals may be called in to help and counsel.

Dealing with Bullying outside of school

Foster's Primary School has a duty of care to its pupils which extends to bullying occurring outside of school. If the school becomes aware of bullying of/by its pupils outside of the school premises, the head teacher may exercise his/her legal power to make sure pupils

behave outside of school premises. The decision of how to proceed will be made by the head teacher, but may include the steps detailed elsewhere in this policy.

Supporting adults

Foster's Primary School school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

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

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

School Procedures, Pupil Development and Monitoring

- Bullying incidents, if any, are discussed at weekly staff diary meetings

- Lunchtime supervisors report any incidents of bullying to the Deputy Head teacher or Head teacher

- Pupils are made aware and can discuss bullying issues during school assemblies and class discussions.

- Some aspects of bullying are explored through class Personal, Social, Health & Economic Education and 'Circle Time'

- Incidents of bullying should be recorded by teachers. Lunchtime occurrences should be reported by the Midday Supervisors and recorded in the Incident Book by the Head teacher, or Deputy.

- A folder of escalated behaviour issues is kept by the deputy head and incident of bullying must be recorded here.

Severe incidents should be reported as Child Protection handed to the Headteacher. If a situation is considered serious enough, it will be reported to the Police or social services.

Sexual and Racial Harassment

Any racist or sexist language or actions interpreted as sexual and racial harassment are immediately challenged and treated in the manner outlined in action against Bullying.

Any incidence of Sexual or Racial Harassment is noted by the Deputy Head teacher/ Head teacher in the Incident Book.

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-practice-schools

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-of-practice-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
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Tell Mama:www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.theredcard.org/education

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

- Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody- campaign-posters
- Anti-bullying Alliance: Investigating and responding to Sexual Bullying: https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/investigating-and-responding-sexual
- Anti-bullying Alliance: Preventing Sexual Bullying: https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying/preventing-sexual-bullying

Note: *Additional links can be found in 'Preventing and Tackling Bullying' (July 2017)* www.gov.uk/government/publications/preventing-and-tackling-bullying