



FIG TREE PRIMARY

Anti-Bullying Policy

This policy reflects the following statutory and regulatory requirements January 2018:

Keeping Children Safe in Education (September 2018)

Sexual violence and harassment between children in schools and colleges (May 2018)

Ratified by Governing Body	
Review Cycle	Annual or when there is a change in statutory guidance or legislation
Review Date	September 2020

The Prophet (SAWS) said: "The believer is not a person, who hurts others with words, or curses, or swears, or is foul-mouthed." [Al-Bukhari]

Abdullah bin Amr bin Al'as reported: The prophet (saws) said, "A Muslim is one from whose tongue and hands others are safe"

At Fig Tree Primary School we believe that all pupils have a right to play and learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour. It is made clear that bullying is a form of anti-Islamic and anti-social behaviour and will not be tolerated. Parents, children, staff are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

1. Bullying

It can be:

- 1.1 Physical - hitting, kicking, taking things
- 1.2 Verbal - name calling, insulting, making offensive remarks
- 1.3 Indirect - spreading nasty rumours or stories, excluding from social groups, sending malicious emails or text messages.
- 1.4 Peer on peer abuse
- 1.5 Fig Tree primary will not tolerate any kind of Peer on peer abuse (Bullying, cyber bullying, physical abuse such as hitting, kicking, shaking, biting or pulling, otherwise causing physical harm sexual violence or harassment). Staff will deal with any peer on peer abuse through giving the child time out and involving SLT to ensure the child understand their actions are unacceptable behaviour and deemed inappropriate.
(Keeping Children Safe in Education (September 2018))

2. Aims

- 2.1 To provide a safe, caring environment for the whole school community, especially the children in our care.
- 2.2 To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- 2.3 To reassure children, that they will be listened to and will know that, it is all right to tell.
- 2.4 To heed parents' concerns and keep them informed of actions taken in response to a complaint.
- 2.5 A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- 2.6 To take appropriate action, including exclusion in cases of severe bullying.
- 2.7 To monitor incidents of bullying during the school year by the head teacher.
- 2.8 A separate list of any racist incidents will be kept.

Support for the victim

- The victim must be reassured and support put in place immediately. This could include:
- Making use of buddies and friends to offer support
 - Allowing further time to talk things through with a member of staff of their choice
 - Keeping a diary to log any further incidents – daily or weekly meeting with an identified member of staff
 - Informing the victim of what is going on at every stages of the process.
 - Informing parents so that they can support appropriately

Strategy for Dealing with Bullying

In dealing with bullying, staff at Fig Tree follows these fundamental guidelines.

- 2.9** Never ignore suspected bullying.
- 2.10** Do not make premature assumptions.
- 2.11** Listen carefully to all accounts – several pupils with the same version does not mean they are telling the truth.
- 2.12** Adopt a problem-solving approach that moves pupils forward from self-justification.
- 2.13** Follow up proven cases to check bullying has not returned.
- 2.14** Keep detailed records.

3. Strategies

Strategies have been introduced at Fig Tree to reduce bullying. These strategies cover raising awareness about bullying and the Anti-bullying Policy, increased understanding for victims and teaching pupils how to manage relationships in a constructive way.

Staff should apply one or more of the strategies below, depending on the perceived seriousness of the situation. The emphasis should always be one of showing a caring and listening approach.

In response to a complaint of bullying, the discipline procedures of Fig Tree should be followed, with staff making a full investigation, keeping detailed records and applying sanctions as necessary.

The procedures should be followed by the Head Teacher or a member of the Senior Management Team.

- 3.1** Discuss the nature of the bullying with the ‘victim’ at length, recording all the facts. This will require patience and understanding.
- 3.2** Identify the bully/bullies and any witnesses.
- 3.3** Interview witnesses.
- 3.4** Discuss the incident(s) with the alleged bully/ies. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.
- 3.5** If the bully owns up, make it understood that bullying is not acceptable at Fig Tree and what effect it has on the education of the victim and the rest of the children in the class/school. Apply sanctions relevant to the type of bullying.
- 3.6** If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
- 3.7** Hold separate discussions with parents of bully and victim.
- 3.8** Sanctions for the bully include:

- 3.8.1 Withdrawal from favoured activities, for example school visit, after school club.
- 3.8.2 Loss of break times for a period to be determined by the head teacher.
- 3.8.3 Fixed period of exclusion from school.

3.9 Provide support for the victim with a mentor/named person (usually the head or deputy head) monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition.

3.10 Provide support for the bully. This will include a Behaviour Support Programme and opportunities in circle time or groups for the child/ren to discuss relationships, feelings and the effect bullying can have on individuals. A mentor/named person will support the child during this programme.

In order to reduce incidents of bullying and recognise bullies, at Fig Tree, all staff watch for early signs of distress in pupils. We listen, we believe, we act.

4. Bullying off the School Premises

Fig Tree is not directly responsible for bullying off the school premises; however, if both the victim and the bully are from our school action will be taken as if the incident has occurred within the school, and this includes informing parents.

5. Bullying Directed Towards Race, Gender, Sexual Orientation or Disability

Fig Tree will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

6. Strategies for combating bullying

Implement whole school initiatives and proactive teaching strategies to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- 6.1 Monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy.
- 6.2 Each class agreeing on their own set of class rules.
- 6.3 Making national anti-bullying week a high-profile event each year.
- 6.4 Have regular assemblies on bullying.
- 6.5 Have circle time on bullying issues.
- 6.6 Using drama activities and role-plays to help children be more assertive and confident and teach them strategies to help them deal with bullying situations.

6.7 During Anti-bullying Week each year, children will partake in activities to highlight how to deal with bullying.

6.8 Assemblies covering all forms of bullying throughout the academic year.

6.9 PSHE and Theme of the Week content includes teaching unacceptable behaviour, what to do if bullying takes place, how to report bullying and learning strategies to help to deal with bullying incidents

6.10 Sanctions given in line with the Behaviour Policy.

6.11 The Senior Leadership Team are kept informed of the number and types of bullying incidents each term and address any key issues

7. Help Organisations:

www.anti-bullyingalliance.org.uk

www.childline.org.uk

www.bullying.co.uk

www.kidscape.org.uk

BeatBullying Expertise in cyber-bullying

Child Line 0800 1111

Fig Tree Primary School Bullying Incident Report Form

Name Of Child:	Class:
Date of incident:	Time of Incident:
The child has been:	
Bullying <input type="checkbox"/>	Victimised <input type="checkbox"/>
Child's Account of the Incident:	
Other children involved:	
Witness Statement (1):	
Witness Statement (2):	
Name of Teacher Present:	
Teachers Account and Steps Taken:	

Report Logged by:	Date:
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