

# **FINSTALL FIRST SCHOOL**

## **ANTI-BULLYING POLICY**

PERSON RESPONSIBLE – Head Teacher

### **DEFINITION**

Bullying is deliberately hurtful behaviour, repeated over a period of time. It is a type of harassment, which involves personal abuse or persistent actions which humiliate, intimidate, frighten or demean the individual being bullied. Bullying can be:

- Physical – Hitting, kicking, pushing, biting, theft;
- Verbal – Teasing, name calling and jokes – particularly if these relate to race, gender, disability, ethnic or national origin, sexual orientation, political or religious beliefs;
- Indirect – Spreading rumours, deliberately leaving a child out of group play / activities or not talking to them on a consistent basis, emotional manipulation of peers;
- Cyber – the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature or inappropriate images

Younger children tend to be more likely to use aggressive behaviour towards each other. However, not all aggression is necessarily bullying.

Tackling bullying is one part of making the school a happy place for everyone.

### **AIMS**

We continually strive to achieve our Vision Statement, "Learning Together, Preparing for Life," by aiming:

- To provide a positive, safe and happy learning environment in which everyone is inspired and empowered to achieve the highest standard of which they are capable in all aspects of their life.
- To recognise, accommodate and support the needs of all individuals.
- To help everyone to make appropriate choices through praise, encouragement and by leading through example.
- To treat everyone with respect, encourage self respect, listen to and value everybody's opinions, contributions and ideas.
- To provide a broad, balanced, stimulating curriculum in which all progress is recognised, developed and celebrated.
- To provide an open school that promotes health and well being and continually develops effective partnerships with parents and the wider community.
- To ensure that effective leadership and management enables us to continually improve all aspects of our school through systematic, rigorous self evaluation.
- To make school fun for everybody.

### **School values**

As a school, we have established 5 key values that we feel promote and exemplify our vision statement and support both positive and restorative conversations around attitudes, behaviour and learning. These are known as the 'Finstall 5' and are shared with the children through classroom interactions, assemblies and our curriculum. These values are outlined below:

# Finstall Five

**Kindness** – We show respect, empathy and compassion to others.

**Communication** – We follow the Listening Rules and talk to resolve our differences.

**Ambition** – We strive to achieve so that we can be the best that we can be.

**Resilience** – We persevere in the face of adversity.

**Honesty** – We are truthful and demonstrate integrity.



We aim to create a secure, caring, friendly school environment in which all forms of bullying are strongly discouraged and where incidents of bullying are dealt with immediately and effectively, underpinned by the use of the school values outlined above.

## **OBJECTIVES / PROCESSES**

1. To support both the victims and the perpetrators of bullying.
2. To teach in Personal, Social and Health Education (PSHE), Assemblies and during our Annual Anti-bullying Week, "that bullying, in all its forms, is wrong and is an unacceptable form of behaviour.
3. To help children to understand strategies to deal with bullying so that they are better equipped to respond appropriately, both if they themselves are bullied and also if they know that someone else is being bullied.
4. To ensure that all stakeholders of the School (Staff, parents and especially children) work collectively to combat bullying. Pupils are actively encouraged to look out for each other and to tell staff if they see incidents of bullying or general poor behaviour.
5. That members of staff will take all reports of bullying seriously, will encourage children (victims and bystanders / witnesses) to disclose bullying as a priority and act accordingly.
6. That when bullying is disclosed the member of staff will listen in a non-judgemental way to the child's story and talk through the range of strategies which both the child and the teacher could adopt to reach a cessation of bullying.
6. An electronic School Behaviour Log is used to record all incidents of poor behaviour in School. However, the Head Teacher must also be informed, directly, of any incidents of any form of bullying, any prejudice-based or discriminatory language / behaviour or any form of child on child sexual behaviour. Staff must also tick in the Behaviour Log, when such incidents occur. This enables us to filter these when carrying out our analysis of behavioural incidents. All members of staff who work with the children involved (especially lunchtime and playtime supervisors) should also be informed.
7. The Head Teacher will ensure that the parents of both the victim and the perpetrator are informed unless there are exceptional circumstances why this should not be done e.g. if it puts a child at risk of significant harm.
8. The Head Teacher will also ensure that all reports of bullying, any prejudice-based or discriminatory language / behaviour or any form of child on child sexual behaviour will be recorded in the Serious Behaviour Incidents Book, which is stored in the Head Teacher's office. The Head Teacher will be responsible for monitoring entries in the Serious Behaviour Incidents Book and the School Behaviour Log and will report to the Governors on an annual basis.
9. When incidents of bullying, prejudice-based or discriminatory language / behaviour or any form of child on child sexual behaviour is also witnessed by other children, Class Teachers should take the opportunity to discuss such incidents more widely, to help all children to understand why such behaviours are unacceptable.
10. To provide a "Communication Box" for children in each class so that an individual can anonymously alert staff to problems.
11. In cases of bullying, staff will also administer the sanctions laid down in the Whole School Behaviour policy and, in particular, will follow the procedures laid down in Appendix A of the Whole School Behaviour Policy, "Dealing with incidents of bullying or repeated incidents of a physical or harmful nature."
12. Complaints will be dealt with in accordance with the Complaints Policy.
13. We will foster non-judgemental attitudes amongst the children, staff and parents.

## **Times at which children are most at risk from bullying**

We have identified the times when pupils are outside the classroom as the most likely time for bullying to occur. Our Whole School Behaviour Policy addresses the issue of supervision. It is not our aim to directly supervise all pupils for 100% of their time in school but all members of staff have specific responsibilities for the well-being of pupils at various times of the day. This includes responsibility for pupils as they transfer from one teaching session to another and as they prepare for lunch and at the end of the school day. We are also aware that cyber-bullying can occur, which can take place outside school hours through use of electronic equipment such as mobile phones, computers, tablets, smart watches, etc.

**Other useful documents**

"Bullying – don't suffer in silence" – An anti-bullying pack for schools (DFE)  
"Supporting Schools against Bullying" – The second SCRE Anti-bullying pack  
Whole School Behaviour Policy"  
ICT Acceptable Use Policy

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| This policy was approved by the Governing Body on 4 <sup>th</sup> November 2025 |
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| Review date – November 2026 |
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| Governor responsible: Kelly Joynes |
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