



Anti-Bullying Policy

Endorsed: Oct 2017
Review: Oct 2018

At Felixstow Community School we aim to create a positive, flexible and collaborative learning environment that encourages academic, social and emotional growth. **Bullying of any kind is unacceptable at our school.** If bullying does occur, students should be able to report it and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is occurring is expected to report it to staff.

DEFINITIONS (provided by DECD)

- **Bullying** is repeated verbal, physical, psychological or social behaviour that is harmful and involves the misuse of power by an individual or group towards one or more persons. Cyber-bullying refers to bullying through information and communication technologies. Bullying includes a wide range of conduct that causes another person to feel embarrassed, offended, hurt, humiliated, insulted, ridiculed, angry or afraid.
- **Harassment** is behaviour that targets an individual or group due to their identity, race, culture or ethnic origin: religion: physical characteristics; gender; sexual orientation; marital, parenting or economic status; age; ability or disability and that offends, humiliates, intimidates or creates a hostile environment. Harassment may be an ongoing pattern of behaviour, or it may be a single act.
- **Cyber bullying** uses e-technology as a means of victimising others. It is the use of an internet service or mobile technologies such as email, chat rooms, and discussion groups, instant messaging, web pages or SMS – with the intent of harming another person. Activities can include repeated negative messages, sexual harassment, denigration, impersonation, trickery, exclusion and cyber stalking.
- **Violence** is the intentional use of physical force or power, threatened or actual, against another person(s) that results in psychological harm or physical injury. Violence may involve provoked or unprovoked acts and can be a single incident, a random act or can occur over time.

THINGS THE SCHOOL DOES TO REDUCE BULLYING

- Positive **role modelling** by staff & student leaders
- Encouraging students to be **accepting & tolerant** of differences by exploring different cultures, countries & beliefs.
- Facilitating **restorative conversations**.
- Acknowledging **every student has strengths**.
- Encouraging students to take **responsibility for the choices** they make and to look for ways to repair damage done.
- Teach **internet safety** skills & knowledge.
- Teach the **Child Protection Curriculum (CPC)**.
- Teach **social skill, problem solving & conflict resolution skills**.
- Encourage **team work** and skills for **getting along with others**.
- Having **open discussions** about bullying & practicing a range of **responses** to bullying.
- Regular **surveys** of student safety at school.
- Provision of **sports equipment** and regularly structured **lunch time activities**
- An open **yard space** with plenty of places to go.
- Provision of **quality supervision** in the yard by staff.
- Regular contact **with parents**.

WHAT TO DO IF YOU BELIEVE YOUR CHILD MAY BE THE TARGET OF BULLYING

If you believe your child is being bullied, please **REPORT** it. Reports can be made to any staff member you feel comfortable talking to. Provide as much detail as possible about each incident. Written details of bullying should include: *when, where, what happened, who was involved (including bystanders), and any action your child may have taken to stop it.* This will ensure the school can respond *immediately, accurately & effectively.*

Please do not approach any children involved or their parents.

HOW TO REPORT

- **Arrange a meeting** for you and your child with an appropriate staff member (teacher, Principal)
- Bring to the meeting the **facts in writing**.
- **Work with your child & school staff** on a *plan to keep your child safe*, including strategies to keep themselves safe.

WHAT THE SCHOOL WILL DO WHEN BULLYING IS REPORTED

- In all cases of reported bullying the incident will be investigated.
- Responses may take the form of counselling support, mediation or peer support.
- Where appropriate, parents will be informed and asked to meet with a staff member.
- All responses will maintain a “Restorative Justice” approach giving the person using bullying behaviours an opportunity to repair the relationship damaged.
- Students using bullying behaviour may undergo counselling in order to make changes to their behaviour.
- After an incident has been investigated and dealt with, the students involved will be monitored to ensure bullying does not continue.
- ***If bullying behaviour continues, the following consequences may be imposed:***
 - ***Removal*** from the group (in class)
 - ***Withdrawal*** of play time privileges.
 - ***Withholding participation*** in school trips, sports events, camps that are not an essential part of the curriculum.
 - A fixed period of ***internal*** or ***external suspension***
 - A fixed period of ***exclusion***.

WHAT TO DO IF YOUR CHILD IS THE BULLY

It's important to ***tell your child you think their behaviour is unacceptable*** and that you want it to end.

- Explain to your child what bullying is. Try to be calm about it. Talk with your child about what they are doing and why they might be doing it.
- Monitor your child's use of the internet and mobile phones.
- Talk to the school about its approach to bullying. Ask what you can do from home to support the approach. Call back regularly to check how your child is behaving.
- Some children bully because they themselves have been bullied. Listen to your child for clues that they might be a victim of bullying.
- Sometimes children join in a group that uses bullying behaviour to avoid being bullied themselves. If your child is bullying so they can fit in, talk to the school about strategies they can learn to resist joining in.

It's best to do something about bullying sooner rather than later. **You can have the most influence on your child's bullying behaviour while they are still young – the younger they are, the more likely they are to change the way they act.**

NOT ALL DISTRESSING OR HURTFUL BEHAVIOUR IS BULLYING

- **A SINGLE INCIDENT OF MALICIOUS OR AGGRESSIVE BEHAVIOUR:** Bullying and harassment are repeated actions. A single incident may still be responded to as part of the school's behaviour management processes as unacceptable behaviour.
- **DISLIKE:** Although social rejection can be hurtful, it is not bullying unless accompanied by repeated and deliberate attempts to distress or hurt.
- **CONFLICT:** Arguments can be distressing but it is not bullying when two people are both upset and neither one is misusing power over the other. Conflict may still give rise to unacceptable behaviour which will be responded to as part of the school's behaviour development processes.

If bullying occurs, TELL someone IMMEDIATELY.