



North Farnborough Infant School Anti-bullying Policy

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Introduction

Every child has the right to feel happy and safe and this policy reflects this.

North Farnborough Infant School is committed to a policy of inclusion, equality and justice.

We believe that bullying of any kind is totally unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At North Farnborough Infant School, we acknowledge that bullying can and does happen and that bullying can happen to adults in the workplace. When bullying does occur, everyone should feel able to tell and know that incidents will be dealt with promptly and effectively, in accordance with our school anti-bullying policy.

All children and young people have the right to be protected from physical, emotional and mental violence; a right enshrined in the United Nations Convention on the Rights of the Child. Children also have the right to learn, live, travel and play in a safe environment where they can thrive.

This policy is based on DfE guidance "Preventing and Tackling Bullying" July 2017 and supporting documents. It also considers the DfE statutory guidance Keeping Children Safe in Education, 2024 and 'Sexual violence and sexual harassment between children in schools and colleges' guidance.

Aims

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a happy, safe, caring and stimulating environment. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school community have the responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

Within North Farnborough Infant School we want:

- All children to feel safe to learn, play and enjoy the company of others.
- All children and adults to be treated fairly, with respect and dignity.
- All adults to feel happy and safe in the workplace.
- Everyone to listen carefully to what children and adults have to say and treat all accounts with due seriousness.

Definition

Children across the school were asked to define bullying. Here are their thoughts:

"When people pull your hair or hurt you loads of times."

"Threatening people so saying if you go and tell I will hurt you."

"Saying mean things to people maybe about how they look – it makes you sad."

Bullying is repeated behaviour of one or more children which makes other people feel uncomfortable or threatened. Bullying is about power. Victims feel powerless to stop it. Others, such as parents, for instance, may feel powerless to know how to help.

Bullying can take many forms, but may be:

1. Physical e.g. hitting, kicking, taking, or hiding belongings.
2. Verbal e.g. name-calling, teasing, insulting, unkind or offensive remarks (including comments about someone's appearance)
3. Emotional e.g. spreading rumours, excluding from groups, tormenting, staring.
4. Cyber: bullying via the internet or text messages

Any of these may also have contexts that discriminate in relation to a person's 'protected characteristics (age, gender, disability, ethnicity, religion or beliefs, sexual orientation, transgender, marriage or civil partnership status, pregnancy, and maternity or socio-economic background).

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. **It is bullying if it is done 'several times on purpose' (STOP).**

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

Signs and Symptoms of bullying

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these signs and investigate further if a child:

- Is frightened of walking to or from school
- Becomes withdrawn, anxious or lacking in confidence
- Feels ill in the morning
- Begins to 'under perform'
- Has possessions go 'missing'
- Asks for money or starts stealing money (to pay the bully)
- Is frightened to say what's wrong

NB. This is not a definitive list but suggests some of the signs and symptoms. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Strategies in school for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. These include:

- Making national anti-bullying week a high profile event each year
- Raising awareness through assemblies, learning in PSHE and circle time discussions
- Setting up circle of friends support network to support individuals experiencing difficulties

- Using drama and role-play activities to help children be more assertive and teach them strategies to help them deal with bullying situations
- Using praise to reinforce positive behaviour
- Involving parents and the wider community

Responding to bullying

All reported incidents of bullying will be:

- Investigated and taken seriously by staff members
- Recorded on a bullying incident form. A member of staff will complete the incident form and will pass it to the Headteacher to investigate
- Effectively monitored on a regular basis – all incidents and actions are logged

The exact course of action will vary with each situation, but the main objectives will be:

- The bully's behaviour is unacceptable and the bullying must stop
- If a child feels they are being bullied they can talk to their class teacher or another adult they feel comfortable with
- The school will work with parents of both the victim and the bully
- Support will be available for the victim
- The application of consequences will depend on the individual circumstances of each incident
- The school will work with the bully and their family to identify any possible reasons for their behaviour
- Support will be available for the bully to help change his/her behaviour
- The parents/carers of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem
- Any child who needs support with social and friendship skills will be offered help and support in order to learn appropriate social interaction

Tackling Discrimination

Harassment on account of a person's 'protected characteristics' is unacceptable and is not tolerated within the school environment.

All staff are expected to deal with any discriminatory incidents that may occur. They are expected to know how to identify and challenge prejudice and stereotyping; and to support the full range of diverse needs according to an individual's circumstances. The procedure below will be followed:

- Member of staff to investigate further (if incident reported) or challenge behaviour immediately.
- Record actions and findings on the relevant form
- Respond to victim and family, respond to perpetrator and family
- Follow up with a written summary
- Complete and file incident form
- Take action to address issues with class/year group/school if necessary.
- Complete and file incident form
- Report incidents to governing body on a termly basis

Responsibilities

The role of members of staff

All members of staff take any form of bullying seriously and take prompt and effective action. All incidents of bullying will be handled in a confidential manner.

Teachers support all children in their class and create a climate of trust and respect for all.

The role of the children

Children are taught how to deal with inappropriate behaviour for example by supporting the victim and telling an adult. Children are taught that by being a bystander they may be contributing to the bullying. Children are taught about the importance of telling and sharing concerns either directly to an adult they feel comfortable with or through circle time as part of PSHE sessions.

The role of the Parents/carers

Parents who are concerned that their child might be being bullied should:

- Speak initially to the child's class teacher
- Speak with the Deputy Head Teacher if the bullying carries on
- Share concerns with school staff rather than discuss it with another child's parents especially if their child might be involved
- Parents/carers should support the school's anti-bullying policy and do all they can to actively encourage their child to be a positive member of the school community.

The role of the Headteacher

- To ensure all school staff, pupils and parents are made aware of the anti-bullying policy
- To foster an ethos that ensures pupils feel safe and confident

Monitoring and review

This policy is monitored by the Headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's behaviour data, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.