FAITH PRIMARY ACADEMY

Anti-Bullying Policy

Reviewed: September 2025
Next review date: September 2027

Faith Primary Academy

Loving and Learning in the light of the Lord

The Faith Anti-Bullying Charter for Action

As a community of staff, pupils and parents we will work together to create a community where bullying is not tolerated.

Our school community:-

- Discusses monitors and reviews our anti-bullying policy on a regular basis.
- Supports **staff** in identifying and tackling bullying appropriately.
- Ensures that **pupils** are aware that all bullying concerns will be deal with sensitively and effectively.
- Reports back quickly to **parents / carers** regarding their concerns on bullying.
- Seeks to learn from anti-bullying good practice elsewhere and utilises the supports of the **LA and relevant statutory / voluntary organisations** when appropriate.

The aim of our Anti-Bullying Policy is to ensure that Faith Primary School is a safe community in which everyone feels happy and secure.

Through the implementation of the policy we hope to:-

- Enable the children to deal with problems confidently and independently.
- Treat others as we wish to be treated ourselves so that all relationships are based on respect, trust and consideration for others.
- Identify bullying as early as possible and discipline accordingly.
- Impart the children with the confidence to report any incident of bullying.
- Encourage the children to talk to an adult about their feelings when they have been bullied.
- Ensure that there is always sufficient supervision at breaks and lunchtime to discourage bullying.
- Use our P.S.H.E. lessons to develop the idea of the importance of being respectful and considerate to everyone.

At Faith, we recognise bullying as:-

- Deliberately hurting other people time after time, especially when people are unable to defend themselves,
- Teasing others, especially when the person being teased begins to feel unhappy about it,
- Calling others names, especially when the names are about how people look, e.g. race, colour, appearance, culture, gender, ethnic origin, or any type of disability,
- Threatening to hurt others,
- Trying to take other people possessions or money, by force,
- Demanding that others give them money or possessions,
- Forcing others to do things they know they shouldn't do,
- Deliberately hurting people physically,
- Deliberately spoiling, damaging, taking or throwing away other people's belongings,
- Deliberately and frequently leaving people out of games, group or other social activities,
- Exaggerating tales or spreading rumours, especially when meaning to hurt the person,
- Acting maliciously to each other either openly or by stealth,
- Making offensive comments to hurt or dominate.
- Any form of homophobic or racist behaviour
- Any form of cyber bullying or inappropriate texting.

An isolated incident cannot be classed as bullying but if the behaviours described above are repeated regularly we would treat the behaviour as bullying.

- It is important for all of the children to clarify that some activities **are not** bullying.

These can be:-

- Borrowing another person's belongings and forgetting to return them,
- Calling people by a nickname that they are happy with,
- Hurting people accidentally,
- Not wanting someone to join in, once a game is in progress,
- Giving good sensible reasons why others cannot be included in a group activity, e.g. only enough jobs for 3 or 4 people.

It can also be a useful exercise to discuss with the children the reasons why some become bullies. This can be done through the medium of Personal Social Health Education lessons, which are held at regular intervals, as well as in assemblies as here are themed weeks, which also include several references to 'bullying'.

Reasons why children may bully:-

1. To pretend that they are tough,
2. To hide their own fears,
3. In a misguided attempt to get others to like them,
4. To copy others who bully, thinking them to be good role models,
5. They are unhappy,
6. They don't like who they are.

Children may think of other reasons.

How do we discourage bullying?

Bullying is not dealt with in isolation. It is seen in the wider context of the whole school approach to behaviour and its management. Through our curriculum we plan to teach the children that any form of bullying is unacceptable and will be dealt with, in every case.

Prevention is the best method of dealing with bullying. Staff will try to ensure that the children are as informed as soon as possible about bullying and this will be done through PSHE session, which take place during a week in term. We use Philosophy for Children to discuss issues around bullying and encourage children to see things from others perspectives across a variety of situations.

Despite these lessons, there may still be times when bullying may occur and at these times early intervention by staff is essential. Failure to deal with the bully or bullies can lead to increased aggression.

The consequences of bullying

Bullying is considered unacceptable, but whatever measures are in place, there are times when it will take place. Those who bully have to face certain consequences of their actions. Depending upon their severity and regularity these consequences will include:-

- Internal exclusion and withdrawal of privileges for a period of time, plus a verbal apology and the incident recorded on CPOMS.

- A further complaint will result in the child's parents being invited into school to see the head or deputy.
- A daily monitoring report sheet developed. This will be completed by staff and will be used in discussions informing parents of progress. This will include agreed daily/weekly targets to address specific behaviour problems.
- A pastoral support programme developed. This may involve the school mentor, Educational Psychologist, School Nurse and the Special Education Needs Service.
- Temporary exclusion from school for a period of up to three days.

There will be liaison with the parents throughout the process and it is hoped that exclusions will not be the result. We will make every effort to provide a successful behaviour modification plan, working with the pupil and parents. But it may be necessary to miss out some of the consequences, e.g. in extreme circumstances a child may be excluded earlier in the process, and pastoral measures employed on their return.

Every effort will be made by school to encourage and support good behaviour with reinforcements and praise. Bullying is infrequent.
Parents / Guardians are reminded of their right to appeal against actions of the school, in which case they refer to the Governors, having first discusses their grievances with the head teacher, who is always the first point of contact.