

Long Furlong School – Anti-Bullying Policy

What is Bullying?

Bullying is unacceptable behaviour that results in someone feeling unhappy, hurt, threatened or frightened. The behaviours are repetitive, wilful or persistent and intentionally harmful, carried out by an individual or a group. This can be physical or verbal and include hitting, teasing, intimidation, ostracising, damaging a person's property as well as racial, sexual, religious and disability harassment.

Guiding Principles

- All members of the school community have the right to feel safe and secure. They need to feel free from any threat of bullying and to know where to go and to whom to speak if bullying occurs.
- All complaints of bullying will be treated seriously and will be acted upon in accordance with practice agreed by the whole school community.
- No complaints of bullying will be treated as ~~telling tales~~
- We will act promptly when bullying occurs and records will be kept of all incidents for a limited period of time.
- Wherever possible and when appropriate we will develop pupils' awareness of issues related to bullying through the curriculum.
- Assemblies will be used, where appropriate, to reinforce the fact that bullying will not be tolerated.
- All members of the school community will be informed what to do and who to go to should they observe incidents of bullying or have it reported to them.
- Staff will provide good role models for pupils in their every day work with colleagues and pupils.
- This policy should be read in conjunction with the e-safety policy.

- This policy will be monitored and reviewed annually.

Procedures for dealing with incidents of bullying

1. Find a suitable place to talk.
2. Listen carefully; acknowledge the problem and assure them that it will be taken seriously.
3. Listen sympathetically and make notes immediately afterwards.
Questions to ask may include:
 - What happened?
 - Where and when did it happen?
 - Who was involved
 - How often did it happen?
 - Has it happened before?
4. Listen to the child or adult's preferred course of action, but do not promise to keep secrets.
5. Speak to the alleged bully, make notes and make it clear that they too will be given support. Explain why what he/she is doing is unacceptable and makes other people unhappy.
6. Consider who needs to be informed.
 - Another teaching colleague?
 - TA?
 - Lunchtime Supervisors?
 - Head?
 - Parents?
 - Outside agencies?

As a staff we will support each other when a case of bullying is reported in school. Any member of staff can call on another to help and/or offer assistance.

All incidents of bullying should be reported to the Head or Chair of Governors, if appropriate

Supporting through the Curriculum

Through our PSHE programme we will offer support in anger management, cooperation, awareness of others, conflict resolutions etc. We encourage the development of good inter-personal skills where mutual respect is highly valued. We encourage these attitudes and skills in all aspects of school life and integrate them into other curriculum areas.

Racial/Religious Harassment Dealing with a Racist/Religious Incident

What constitutes a racist/religious incident?

A racist incident is any incident which is perceived to be racist by the victim or any other person.+

A religious incident is any incident that is perceived to be motivated by religion or faith by the victim or any other person+

Sir William Macpherson – Steven Lawrence Inquiry Report 25 February 1999

An intent to upset is not essential when considering whether a racist/religious incident has occurred.

All incidents should be recorded and action taken to deal with them. Parents (if applicable) and governors should be informed.

When dealing with an incident-

- Be clear that you do not convey the impression of accepting or colluding with the alleged statement.
- Make the recipient of the incident feel valued and that the incident is seen as important.
- Create an environment where the other person feels comfortable and able to talk to you.
- Help the person to feel positive about his or her cultural, ethnic or religious background.
- Listen carefully to the other person's comments, questions, frustrations etc.
- Acknowledge their feelings of sadness, confusion, anger, hurt, etc.
- Investigate the incident with all concerned.
- Ensure that people who make racist/anti-faith comments are also supported in understanding that the comments are unacceptable.
- If applicable, make sure that the parents/carers are aware of the incident and how it is being dealt with.