



Flushdyke J & I School

Anti-Bullying Policy

Approved by: Senior Leadership Team

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Introduction

Flushdyke Junior and Infant School is committed to providing a caring, nurturing and safe environment for all of our pupils. Bullying of any kind is unacceptable at our school.

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

To clarify; we understand that bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls; misuse of associated technology, i.e. camera and video facilities.

Bullying is not...

A one-off fall out with a friend

An argument

A difference of opinion

A difference in personalities

An isolated incident

Why is it Important to Respond to Bullying?

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood.

Our aims

At Flushdyke, we aim to provide a safe and secure environment where everyone can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents which may occur. We aim to make the whole school community aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The role of the governing body

- The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the

governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

- The governing body monitors incidents of bullying that occur, and reviews the effectiveness of the school's policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of anti-bullying strategies.
- The headteacher responds immediately to any request from a parent or pupil to investigate incidents of bullying. Where an incident of bullying has been confirmed, the results of the investigation are reported back to a representation of the governing body and parents and pupils informed of the outcome.

The role of the headteacher

- It is the responsibility of the headteacher to implement the school's anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school's policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request and through the headteacher's report to governors.
- The headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour at this school. The headteacher draws attention to this fact through a variety of ways such as assemblies and anti-bullying week.
- The headteacher ensures that all staff members receive sufficient training to be equipped to deal with incidents of bullying.
- The headteacher sets the school's climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of children's behaviour.
- Pupils can put forward any general concern about bullying and the success of the policy through their elected school council representatives.
- In the case of bullying, all children have immediate access to the Head teacher or the Assistant Headteacher.
- The success of the policy is monitored by all staff

The role of the class teacher

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. A central record of incidents of bullying is kept and regularly reviewed in-line with this policy.

- If a teacher witnesses an act of bullying, their first concern will be supporting the bullied child. If a child is bullied over a period of time, then after consultation with the headteacher, the teacher will then inform the child's parents.
- Teachers who become aware of bullying incidents between members of their class will deal with the issue immediately and inform the headteacher. Counselling and support may be offered to the bullied child and sanctions for the perpetrator.
- It is important that time is spent explaining to the child committing the bullying why their actions were wrong and to help that child change his/her actions in the future.
- When a child is repeatedly involved in incidents of bullying, parents will be invited into school to discuss the situation.
- Where incidents are deemed more serious, outside agencies such as Behaviour Support the Community liaison officer may be contacted.
- In some cases, the headteacher may exclude pupils.

The role of parents/carers

Parents have a very important part to play in our anti-bullying policy. We ask parents:

- Look out for unusual behaviour in your child/ren e.g. they may suddenly not wish to attend school, feel ill regularly, be quiet and withdrawn or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc...
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child outside of school or involve an older child with the bully. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

Signs and Symptoms

Children may indicate that they are being bullied through changes in their behaviour. Adults should be aware of these possible signs and they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to come to school
- Is increasingly alone
- Is not progressing so well in lessons
- Doesn't want to talk to anyone
- Is aggressive
- Shows unusual behaviour
- Appears depressed
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Feels ill in the morning
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Stops eating
- Is frightened to say what's wrong
- Demonstrates changes in their behaviour whilst or after being online (e.g. on a mobile phone or other smart device)

Strategies for promoting a bully-free school

The following strategies are used to prevent bullying at Flushdyke Junior and Infant School:

- Effective leadership promoting an open and honest anti-bullying ethos. Staff demonstrate positive behaviour, setting a clear role model for pupils.
- The SLT work to build staff understanding and engagement with the Anti-Bullying Policy.
- The school uses curriculum opportunities to raise awareness; RHE, creative learning through art, music, poetry and dance to enhance understanding of feelings and emotions.
- The curriculum is driven by half-termly core values (e.g. We are Safe) to explore feelings and emotions and raise awareness of anti-bullying messages.
- Other opportunities throughout the school year/school day can be used such as Anti Bullying Week, Class Assemblies, Educational Visits and Visitors to school.
- The school environment is used to raise awareness and promote the anti-bullying message. Examples are: displays, posters and staff supervision around school.
- The school promotes the work of our peer support systems such as Lunchtime Leaders.

- The school recognises the importance of the provision of a safe, stimulating and enjoyable indoor and outdoor learning environment. This engages the children and reduces the opportunity for bullying behaviour.
- At the beginning of each academic year, each class creates a set of agreed class behaviours and expectations based around our 6 Core Values
- Many reward systems are embedded across school that promote good behaviour, positive relationships and good citizenship, including our Achievement Points and Awards.
- In our weekly Achievement Assembly, children are acknowledged and rewarded for displaying acts of kindness amongst other things.
- The school promotes the professional development of all staff and governors with regard to Safeguarding Children/Child protection.

Strategies for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies can often be victims too – that is why they bully. Anti –bullying will form part of the school’s RHE programme.

If bullying is suspected we will:

- a) Talk to the suspected victim, and any witnesses.
- b) Identify the bully and talk about what has happened, to discover why they became involved. Make it absolutely clear that bullying is not tolerated at Flushdyke.
- c) If bullying is seen to be taking place, then sanctions and procedures outlined in the behaviour policy will be followed.
- d) Parents will be contacted and asked to call into school to discuss the matter and the sanctions in place.
- e) Incidents of bullying are recorded.
- f) Continue monitoring the situation to ensure no repetition.

Bullying of staff

Bullying in any form will not be tolerated. All staff are aware of the ‘Whistleblowing Policy’. Staff have a right to work in a non-threatening environment – persons using violence, threats or abusive language towards members of staff will be asked to leave and the relevant authorities contacted.

The role of outside agencies

All incidents are recorded and reported to senior leadership. Generally, incidents are dealt with through strategies set up within school. Only relevant staff will be included with any such support. Occasionally, incidents require support from outside agencies

such as Family Support, Social Care Direct or the Police. Parents will be continually informed and included with such developments.

This policy should be considered alongside the following documents:

- The RHE Policy
- The Behaviour Policy
- The Safeguarding Policy

Monitoring the Effectiveness of the Policy

The effectiveness of this policy will be reviewed annually, or when the need arises, and the necessary improvements and/or updates will be made.