

Anti-bullying guidelines for staff, pupils and parents.

This table broadly describes the stages employed in the management of friendship issues through to bullying. Friendship issues are a normal part of growing up and most children will fall out with friends during their school journey as they develop and change as people; this is not uncommon and self-management is an important life skill to develop.

The table below is not definitive, and different strategies may be tried in one particular stage; equally, each stage is not compulsory. How this guidance is used will depend on the child and the circumstances. Formal Bullying Records must be kept for safeguarding purposes for any intervention at Stage 3 and onwards

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| <p>Stage 1 Most friendship and relationship issues resolve</p> | <ul style="list-style-type: none"> • 1:1 Intervention by staff. Discussions will take place with relevant students. • Parents may not be informed at this stage as most situations are resolvable and self-management is an important life skill. The member of staff will make a judgement based on knowledge and experience. |
| <p>Stage 2 Some friendship and relationship issues extend further and need more structure to resolve</p> | <ul style="list-style-type: none"> • An informal Restorative Meeting with our Pastoral Lead. • Parents informed by phone or in person but preferably in writing that a Stage 2 Restorative Meeting has been held and the behavioural expectations made clear |
| <p>Stage 3 Rarely friendship issues get to this stage, but may still be resolved this way</p> | <ul style="list-style-type: none"> • Sustained behaviour (bullying) is now a consideration • A formal Restorative Meeting supported by our Inclusion Manager using restorative practice guidelines. • A written record sent to all parents concerned. • Relevant staff are informed of actions / guidance. |
| <p>Stage 4 Sustained behaviour is now the likely cause</p> | <ul style="list-style-type: none"> • A meeting with the Headteacher and parents of the bully(ies) to educate and support the bully to change their behaviour. • Clarity of sanction should a change in behaviour not be seen. |
| <p>Stage 5</p> | <ul style="list-style-type: none"> • Sanctions implemented |

During the stages, any of the following approaches identified in the policy may be considered:

- Co-operative group work
- Circle of Friends
- Support Groups
- Peer Mediation
- Peer Counselling
- Buddy Systems
- Self-esteem support for the victim or the bully

A child may be requested to keep a diary of Who, What, When and How?

Tips for FJS pupils if you're worried about bullying

Speak to someone you trust or call Childline on 0800 11 11

Are you a young person who's being bullied?

Or maybe you're witnessing others being bullied?

Either way there are ways around it.

Here's our anti-bullying tips for you.

◇ It doesn't matter what colour hair you have; how you speak; how you walk; how you talk – it is not your fault if you get bullied. We are all different in some way and that's what makes us

amazing.

◇ Whether you are a boy or a girl, old or young, big or small – bullying makes you feel rubbish and it's okay to be upset about it. The important thing is that you tell someone about it.

◇ If you feel you can, talk to any member of our staff or your parents, brother or sister. If you don't want to do that you can always call Childline 0800 11 11 or visit www.childline.org.uk.

◇ Keep a record of what happened, when it happened, and who was involved. If the bullying is online, keep the evidence – save or copy any photos, videos, texts, emails or posts.

◇ It can be tempting if you are being bullied to retaliate – to send a horrible message back to someone, to try and embarrass and hurt the other person, or to fight back. This is not a good idea – you might end up getting into trouble or get yourself even more hurt.

◇ Think about other ways you can respond to bullying. For example, practice saying: "I don't like it when you say that/do that – please stop." Think about other people who can help you if you are being bullied – this could be other classmates, or a teacher.

◇ Only hang out with people who make you feel good about yourself. If someone constantly puts you down they are not a real friend and not worth your time.

◇ Be kind to yourself, and do things that make you feel good, relax and make new friends. You might play an instrument; write lyrics; draw cartoons; dance; act or join a sports club. This is your life so make sure it's the best life possible – don't let anyone bring you down.

◇ **Remember to be kind to other people!** Just because someone is different to you – that doesn't mean you are better than them or have a right to make them feel bad. If you mess up, say **Sorry**. You don't have to be friends with everyone – but you should always show

respect, make it clear that you don't like it when people bully others, and stick up for people who are having a hard time.