

Fairfield First School



Anti-Bullying Policy

Person responsible for policy: Scott Smith

Date adopted by Governing Body: 30th September 2019

A handwritten signature in black ink, appearing to be 'Scott Smith', is written over a light blue rectangular background.

Signed: _____ (Chair of Governors)

Review date: September 2020

DEFINITION

Bullying is deliberately hurtful behaviour, repeated over a period of time. Bullying can be:

- Physical – Hitting, kicking, pushing, biting, theft;
- Verbal – Teasing, name calling and jokes – particularly if these relate to race, gender, disability, ethnic or national origin, sexual orientation, political or religious beliefs;
- Indirect – Spreading rumours, deliberately leaving a child out of group play / activities or not talking to them on a consistent basis, emotional manipulation of peers;
- Cyber – Verbal or indirect bullying online or via text

Younger children tend to be more likely to use aggressive behaviour towards each other. However, not all aggression is necessarily bullying.

Tackling bullying is one part of making the school a happy place for everyone.

AIMS

We continually strive to achieve our Vision Statement, "Aim High, Work Hard, Have Fun and Care for Others" by aiming:

- 🏆 Create a happy, secure, stimulating and supportive learning environment
- 🏆 Provide a challenging, broad and balanced curriculum that meets the interests and needs of all children
- 🏆 Work as a team and develop strengths within it
- 🏆 Encourage a friendly, caring attitude which values understanding and respect for each other, the school and the wider community
- 🏆 Foster and promote self-discipline, self-motivation and independence
- 🏆 Take a holistic approach to the development of our children
- 🏆 Value the role of families and the contribution of our local community
- 🏆 Develop and love of, and thirst for learning for our present and future lives

We aim to create a secure, caring, friendly school environment in which all forms of bullying are strongly discouraged and where incidents of bullying are dealt with immediately and effectively.

OBJECTIVES

1. To support both the victims and the perpetrators of bullying.
2. To teach in Personal, Social, Health Education and Citizenship (P.S.H.E&C), and during our Annual Anti-bullying Week," that bullying, in all its forms, is wrong and is an unacceptable form of behaviour.
3. To help children work out their own strategies to deal with bullying so that they are better equipped to respond appropriately, both if they themselves are bullied and also if they know that someone else is being bullied.
4. To ensure that all stakeholders of the School (Staff, parents and especially children) work collectively to combat bullying. Pupils are actively encouraged to look out for each other and to tell staff if they see incidents of bullying or general poor behaviour.
5. That members of staff will take all reports of bullying seriously, will encourage children (victims and bystanders / witnesses) to disclose bullying as a priority and act accordingly.
6. That when bullying is disclosed the member of staff will listen in a non-judgemental way to the child's story and talk through the range of strategies which both the child and the teacher could adopt to reach a cessation of bullying.
6. That when incidents of bullying have been confirmed, all members of staff (especially lunchtime and playtime supervisors) are informed. The Head Teacher will ensure that the parents of both the victim and the perpetrator are informed.
7. That all reports of bullying will be recorded in the Incidents of Bullying Book, which is stored in the Head Teacher's office. A School Behaviour Log will be used to record all other incidents of poor behaviour in School. The Head Teacher will be responsible for monitoring entries in the Incidents of Bullying Book and the School Behaviour Log.
8. In cases of bullying, staff will also administer the sanctions laid down in the Whole School Behaviour policy and, in particular, will follow the procedures laid down in Appendix A of the Whole School Behaviour Policy, "Dealing

with incidents of bullying or repeated incidents of a physical or harmful nature.”

9. Complaints will be dealt with in accordance with the Complaints Policy.

10. We will foster non-judgemental attitudes amongst the children, staff and parents.

Times at which children are most at risk from bullying

We have identified the times when pupils are outside the classroom as the most likely time for bullying to occur. Our Whole School Behaviour Policy addresses the issue of supervision. It is not our aim to directly supervise all pupils for 100% of their time in school but all members of staff have specific responsibilities for the well-being of pupils at various times of the day. This includes responsibility for pupils as they transfer from one teaching session to another and as they prepare for lunch and at the end of the school day.

Other useful documents

“Bullying – don’t suffer in silence” – An anti-bullying pack for schools (DFE)

“Supporting Schools against Bullying” – The second SCORE Anti-bullying pack

“Bullying” – Services to Schools Division – Worcestershire CC

Whole School Behaviour Policy”

ICT Acceptable Use Policy