

## Anti-Bullying Policy

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils, so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, we want our pupils to feel confident to seek support from the school community.

### Policy Development

This policy outlines what Fairfield Infant and Nursery School will do to prevent and tackle bullying. We are committed to developing an anti-bullying culture whereby no bullying will be tolerated, whether it is between adults, children or adults and children.

Our school community will;

- Discuss, monitor and review our policy and practise regularly.
- Support all staff to promote positive relationships, and intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn, and that pupils abide by the anti-bullying policy.
- Report to parents/ carers regarding their concerns regarding bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seek to learn from good anti-bullying practise elsewhere and utilise support from the Local Authority and Cluster group.

### Responsibilities

It is the responsibility of;

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Leadership, Teaching and Non-teaching staff to be aware of this policy and implement it consistently.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

The named **Governor** with responsibility for this policy is

The named members of staff with lead responsibility for this policy are Jenny Allin

### Definition of Bullying

Bullying is deliberately unkind behaviour which;

- Is **repeated** over time.
- Is **deliberate**, not accidental.
- is **unequal** (the person bullying has some sort of power over the person being bullied)

Bullying can be;

- Physical (hurting)
- Verbal (name-calling)
- Social (leaving someone out)
- Cyber (using technology)

### Forms of Bullying covered by this Policy

At F.I.N.S. we believe that all types of bullying are equally serious.

Bullying can happen to anyone. This policy covers all types of bullying including that which is;

- Related to race, religion or culture.
- Related to Special Educational Needs or Disability (SEND).
- Related to appearance or physical/mental health conditions.
- related to sexual orientation (homophobic or biphobic)
- Of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual or transphobic bullying.
- Via technology (cyber bullying).

### Preventing, Identifying and Responding to Bullying

The school community will;

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.

- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying throughout the curriculum and support with a range of approaches such as displays, assemblies, peer support and school council.
- Regularly update and evaluate our approaches to take into account developments in technology, and provide up-to-date advice and education to the school community regarding safe online behaviour.
- Train ALL staff to identify forms of bullying, follow the school policy and procedures.
- Gather and record concerns about bullying incidents to develop effective strategies to prevent bullying from occurring.
- Use a variety of techniques to resolve issues between the victim and perpetrator.
- Work with other agencies and the local school community to share good practise, and give anti-bullying' a public status.
- Celebrate success and achievements to promote and build a positive school ethos.

### Pupil Involvement

We will;

- Regularly canvas children's views on the extent and nature of bullying.
- Ensure all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of sanctions which may be applied.
- Involve pupils in anti-bullying events, and embed messages in wider school curriculum.
- Publicise details of help-lines and websites, via the school website and leaflets.
- Offer support to pupils who have been bullied and to those that have bullied.

### Liaison with Parents/Carers

We will;

- Ensure key information is available to parents/carers in a variety of formats.
- Ensure all parents/carers know who to contact when they have concerns about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independence advice about bullying.
- Work with parents/carers and the local community to address issues beyond the school gates that may lead to bullying.

- Ensure that parents work with the school to model positive behaviour for pupils, both on and offline.

### Dealing with Incidents

Where information is received, either directly from a staff member, or via a parents/carer, and the incident is deemed to be bullying, the following actions will be taken:

- The individuals involved will discuss the incident with the named member of staff.
- Sanctions will be used where appropriate, and in consultation with all parties involved.
- All staff members will be notified to provide additional supervision where possible.
- The named staff members will monitor the situation by speaking to parents/staff.
- Parents will be kept informed of any changes.
- A clear and precise account of the incident will be recorded and given to the anti-bullying coordinator to be filed.
- If necessary and appropriate, the police or other local services will be consulted.

When responding to cyber bullying the school will take available steps to identify the bully, including looking at school systems, identifying and interviewing possible witnesses, and contacting the service provider and police where necessary.

Where the bullying has taken place outside of the school site, then the school will ensure that the concern is investigated and appropriate action is taken in accordance with the schools behaviour and discipline policy.

### Pupils who have been bullied will be supported by;

- Taking all appropriate steps to ensure the bullying stops.
- Offering an immediate opportunity to discuss the experience with their teacher or another member of staff.
- Keeping a record of the incident as evidence, and discuss how to report future concerns.
- Reassurance to the pupil, and providing ongoing support.
- Restoring self-esteem and building resilience.

### Pupils who have bullied will be supported by;

- Discussing what happened, establishing the concerns and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child, in a positive way.

- Providing appropriate education and support.
- If online, requesting content to be removed and reporting content to service provider.
- Sanctioning in line with whole school behaviour and discipline policy.
- Speaking with other support services where necessary.

This policy will be reviewed and updated annually. The named Governor for bullying will report on a regular basis to the governing body. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is consistently applied. Any issues identified will be incorporated into the school's action planning.