

Anti-bullying Policy



Fairholme School

Updated: September 2017
Ratified by Governors
Review: September 2019

Fairholme Primary School: Our Vision

At Fairholme Primary School “we believe we can achieve” – every child has the ability to succeed and the right to a broad and balanced curriculum. All aspects of the curriculum are promoted, creating a life-long love of learning. We work hard to nurture and develop our children so that they are proud of their successes during their time with us, and feel a sense of achievement in their lives. We take pride in, and are committed to, developing a culture of outstanding teaching and learning by having the highest expectations of everyone and knowing all our children well. Our pupils take responsibility for their learning, setting high standards in all they do; they persevere and understand that mistakes are part of the learning process. Our parents and carers are crucial in enabling all children to achieve their full potential.

All members of our community embrace our 6 core values:

Respect
Honesty
Responsibility
Kindness
Self-belief
Aspiration.

To achieve this vision we aim to:

- Ensure pupils are safe and cared for, taking account of their emotional, social and physical needs;
- Value and nurture the whole child, celebrating everyone’s unique and individual personalities;
- Achieve high levels of literacy, oracy and numeracy, developing core skills through a rich curriculum;
- Encourage self-confidence and self-belief, developing a positive attitude of self-worth, and ensuring children are aware of their rights and responsibilities;
- Develop curiosity so that children drive their own learning and are resilient;
- Encourage questioning and risk taking that develops and promotes independence and responsibility;
- Promote a culture of leadership where everyone is a leader and a learner;
- Invest in high quality staff who provide, or have the potential to provide, outstanding teaching and learning opportunities and are exceptional in their support of pupils’ learning and personal development;
- Assist the growth and development of the whole school by encouraging all its stakeholders to be reflective and responsible for their own development;
- Provide equality of opportunities within a broad and balanced curriculum that promotes a love of learning;
- Build relationships with, and have high expectations of, all members of our community, which are purposeful, effective and strong.

The anti-bullying policy should be used in conjunction with the behaviour policy. This policy was written in reference to the government guidance provided, "Preventing and tackling bullying" July 2017.

Definition

Bullying is behaviour by an individual or group, *repeated over time*, which intentionally hurts another individual or group either physically or emotionally and is often motivated by prejudice against a particular individual or group. Bullying can take many forms:

Physical

Physical-bullying is a form of bullying that involves some sort of violence against another person. It can involve the following: arm twisting, beating, hitting, kicking, pulling hair, pushing, thumping, tripping up, biting and spitting.

Verbal

Verbal-bullying is a means of using words in a negative way to another person. It can involve the following: intimidation, making another feel inferior, making another do something against his/her will, name calling, swearing, making fun of disabilities/physical appearances/clothes/way of speaking/family, denigrating achievements, racial and sexual harassment, social exclusion, taking money or possessions and damaging possessions giving false information to get others in trouble.

Cyber

Cyber-bullying is the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.

It can involve the following: sending emails that contain unpleasant content, using a messaging service to repeatedly harass/abuse/ threaten a victim and using text messages to repeatedly harass /abuse/threaten a victim.

Our aims are:

- To ensure parents, staff and pupils know we are totally opposed to all bullying.
- To create a safe environment in which children and all members of the community feel safe, following the Fairholme Values and Code of Conduct.
- To ensure all incidents are dealt with appropriately.
- To make sure victims feel protected and supported.
- To ensure that those engaged in bullying are encouraged to change their attitudes and beliefs as well as their behaviour by making good choices.

Responsibility of all staff:

- Everyone has the responsibility to report any incidents of bullying.
- All incidents will be reported to and dealt with firstly by the class teacher.
- More serious or repeated incidents should be reported to the Year group Leader and then a member of the Senior Leadership Team.

- All incidents will be dealt with in accordance with the Behaviour Policy and Equal Opportunities Policy.
- The incident should be logged using the school's electronic record keeping system (CPOMS).
- In incidents where bullying is suspected, or proved, parents of both victim and perpetrator should be informed.
- Published information, such as this policy, leaflets, advice on dealing with bullying etc. should be made available to staff, parents & pupils.
- Positive caring attitudes and values should be promoted and good role models encouraged through the Fairholme Values and Code of Conduct.
- Some assemblies, circle time, PSCH lessons and events such as anti-bullying week will focus on anti-bullying issues throughout the year.

Role of all children and parent:

It is important for all children, parents, and indeed any member of the school community, to report any incidents of bullying to their class teacher immediately so that the proper procedures can be followed to ensure the matter is dealt with as quickly as possible.

The victims will be supported by:

- Immediate reassurance and support.
- Being able to express their concerns and feelings to an appropriate member of staff.
- Staff will follow up child/parental concerns.
- Parents will be informed to further support the child.
- In more serious or recurring cases mentoring and support is to be made available which will include opportunities to boost the child's self-esteem and confidence.

The perpetrators:

- The incident will be discussed in terms of the choices the child has made and how that has made somebody else feel.
- STOP which stands for, "Several Times On Purpose" will be used as a way of explaining the child's behaviour towards another person and that this is bullying.
- Children will be asked to apologise to the victim either in person and/or in writing as a way moving forward.
- The child will be given an appropriate consequence for their behaviour. Please see the behaviour policy for further details.
- Children will receive mentoring and support, where appropriate.
- Parents will be informed of all incidents and consequences in order to further support their child.
- The most serious incidents of bullying could result in children being excluded from school at lunchtimes or for an agreed length of time.