

Anti-Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- *physical (hitting, kicking, theft);*
- *verbal (name calling, racist remarks, cyber bullying);*
- *indirect (spreading rumours, excluding someone socially).*

At Fair Field, we use the SEAL materials as part of our PSHE curriculum to discuss issues around bullying. Discussions are always linked to our school shared Values:

Respect, Honesty, Perseverance, Kindness, Forgiveness, Inclusion

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

All Fair Field staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;
- a clear account of the incident will be recorded and given to the headteacher;
- The headteacher will interview all concerned and will record the incident;
- relevant staff will be kept informed and involved;
- parents will be kept informed;
- punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the pupil;
- offering continuous support;
- restoring self-esteem and confidence;
- ensuring that those who bullied them understand the consequences of their behaviour.

Pupils who have bullied will be helped by:

- experiencing defined consequences – appropriate disciplinary measures;
- discussing what happened;
- discovering why the pupil became involved;
- establishing the wrong doing and need to change;
- informing parents or guardians to help change the attitude of the pupil.

Depending on the circumstances around the incident(s), the following disciplinary steps can and will be taken:

- official warnings to cease offending;
 - play time and lunch time exclusion;
 - internal exclusion (within another class);
 - minor fixed-term exclusion;
 - major fixed-term exclusion;
 - permanent exclusion.
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Signed:

Date:

Chair of Governors