



FAIRWAY INFANT SCHOOL
Anti-bullying Policy
December 2017

Adopted by the Full Governing Body
At their meeting on 5th December 2017
Review date December 2018

Everyone is different – Everyone matters
“Bullying is always wrong and bullies have to change”

Bullying is never acceptable. No matter the circumstances there are no excuses. No one ever has the right to bully another person.bullies have to take responsibility for the hurt they cause others. Bullying is always wrong. If you have been bullied it is not your fault. Even if you think it is, you really aren't to blame. The bully has the problem and they have to change their bad behaviour. Whatever you do, don't keep bullying a secret. This can seem hard but keep telling, over and over, until the bullying stops for good.

Dan Norris MP (Source; Don't Bully Me! - Advice for Primary Age Children)
2005

Introduction

All children will experience squabbles and fallings out with their friends and peers at some stage throughout their school lives. It is to be expected and indeed thought of as a valuable part of the growing up process. However, bullying behaviours are far more serious than these and can cause lasting physical and/or emotional damage to the victim. It is with these thoughts in mind that we have developed a whole school approach towards bullying.

We work hard to ensure that Fairway is a friendly, caring, Anti-bullying School.

Although the pupils at Fairway School are very young (4 to 7 years) we believe that they are not too young to understand the concept of bullying – either as victim or perpetrator. If unkind behaviours towards peers are addressed in the early years it is less likely that a child will become a bully at a later stage. Victims of bullying are likely to develop low self-esteem and need help and support to develop attitudes and behaviours to regain the confidence needed to be a happy, secure member of society.

What is bullying?

Bullying behaviours/actions are the results of the intentional desire to hurt someone else. Bullying - be it physical, verbal or indirect - may cause physical or

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emotional pain and may be short term or be continued over a longer period of time. Bullying is wrong, can be damaging to a child and is totally unacceptable.

Aims and Objectives

At Fairway, we are committed to providing a happy, safe and secure environment for **all** children. An environment where **all** children can learn and play together without fear or anxiety and where they feel they can talk openly about any worries they may have and be sure of a 'listening ear'.

We aim to make **all** children aware of the importance of **talking** about any fears or worries they may have and in doing so, someone will listen and respond appropriately to their needs. Children who find it difficult to talk are encouraged to write or draw a picture. There is also the opportunity to air their feelings/worries through 'Circle Time'. We encourage **all** children to report any incidents of bullying in school – whether they are the victim or not. Our aim is to ensure that the children realise that 'telling an adult' is not 'telling tales'.

We aim to make **all** teaching and support staff at Fairway Infant School aware of our total opposition to bullying of any kind and so produce a consistent school response to any bullying incidents that may occur. Staff must be vigilant in watching for changes in the behaviour of a child that may indicate they are the victim of bullying. (e.g. not wanting to come to school, deterioration in class work or changes in classroom behaviour.)

All reports of bullying, whether they are from parents or a child, must be taken seriously, reported to the Head teacher and fully investigated.

Actions

Head Teachers have a duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of all staff, pupils and parents.

If a case of bullying is suspected, or reported, the incident will be dealt with immediately by the member of staff who has been approached. A concise account of the incident will be recorded and the head teacher will be informed.

The class teacher/s of the children involved will speak to the children concerned and will report the outcome to the head teacher. All staff will be informed so that the situation can be monitored.

The victim

The head teacher/class teacher's first priority will be to support the victim.

Reassurance that they have done nothing wrong will be given as a first step towards restoring confidence and self-esteem.

Where appropriate, the parents will be informed by the head teacher.

If a parent/carer suspects that their child is being bullied, or is the perpetrator of such behaviour, they should contact a member of staff who in turn will inform the head teacher immediately.

The bully

Sanctions will be applied to any child/ren using threatening, abusive or unkind physical behaviour towards another child/ren. These may include

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- Disallowing the privilege of free play at playtimes (e.g. walking and holding hands with an adult, sitting on a bench etc)
- Disallowing the privilege of playing on the playground, for a short period of time, so enabling the victim to play safely and regain confidence.
- Other sanctions may be used as seems appropriate.

Children who bully will be helped to understand the consequences of their actions on their victim. They will be left in no doubt that their actions are wrong and that such behaviour will never be tolerated in school. All efforts to discover why the child feels the need to bully someone else will be explored. It will be stressed that they need to change their behaviour.

Parents/carers will be informed and invited into school to discuss the situation. It is hoped that after meeting with the head teacher, parents will support the school in helping to change the attitude and unacceptable behaviours of the bully.

Parents/carers have a responsibility to support the school's Anti-bullying policy and to actively encourage their child to be a positive member of Fairway.

In more extreme cases if the initial discussions have proved to be ineffective the head teacher may have to contact external support agencies such as social services.

Curriculum

Within the school day the children are given various opportunities to express any fears or anxieties that they may have. (E.g. PSHE, circle time, assemblies, worry box)

The children are reminded of sections of our Anti-bullying Policy at least once per term with a greater emphasis during Anti-bullying Week in November. Appropriate activities are planned throughout the school.

Activities include for example, provision for children to act out scenarios of bullying in drama sessions, making and displaying posters encouraging the children to talk to adults about problems and worries they may have and making up stories using puppets. Cyber Bullying week is used to highlight the importance of safe internet use.

Visits from outside agencies may then be organised to highlight bullying behaviours and the consequences of such to their victims. (E.g. Outside the Circle by Gripping Yarns)

At Fairway all teachers and support staff work hard to ensure that **all** children know that **'bullying is wrong and unacceptable in any circumstance.'**

Members of staff consistently work hard to provide and maintain an atmosphere of trust and respect for all – everyone is important, everyone matters.

By praising, rewarding and celebrating the successes of all pupils, achieved either within or outside of school, we aim to prevent the potential for bullying.

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Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness.

All members of the school community have a duty to ensure that **all** children are protected at all times.

Inclusion

In line with our Inclusion Policy, we will provide equal opportunities for all pupils whatever their age, gender, ethnicity, attainment and background.

Policy adopted by Full Governing Body

At their meeting on 5th December 17

Review date December 2018

Signed.....

Chair of Governing Body

Date.....