

Anti-Bullying policy

Date of Issue	Autumn 2024
Review Date	Autumn 2025
Ratified by	Policy Committee
Produced by	School
SLT Responsible	Assistant Headteacher, Pastoral
Signature of Chair	
Signature of Headteacher	

The purpose and scope of this policy statement

The purpose of this policy statement is:

- to prevent bullying from happening between young people who are a part of our organisation
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, young people and their families about what we should all do to prevent and deal with bullying.

Bullying includes a range of abusive behaviour that is

- repeated
- intended to hurt someone either physically or emotionally.

Bullying can take many forms, and there are four categories of bullying:

1) Verbal Bullying – This includes repeated teasing, name-calling, inappropriate sexual comments, and taunting.

2) Social Bullying – Often referred to as relational bullying, social bullying happens when someone is repeatedly trying to deliberately hurt another's reputation. This includes spreading rumours, repeatedly excluding someone, and telling other children not to be friends with someone.

3) Physical Bullying – This includes repeatedly hitting, pushing, tripping, stealing possessions, and repeated sexual assault.

4) Cyber-Bullying – Cyber bullies use the internet (social media, mostly) to target their victims. Rumours and insults can quickly spread through social media, and it's nearly impossible to eradicate them.

Sometimes, we may categorise certain behaviours as bullying, but they're not deliberate or repetitive. Conflict and drama are not always bullying.

Bullying is NOT:

1) Excluding someone – It is not considered bullying if children exclude someone on the playground now and then or don't invite someone to a party. Repeated and deliberate exclusion, however, can be bullying.

2) Disliking someone – Children may verbally or nonverbally communicate their dislike of another child. This is okay, as long as they don't start rumours or verbally abuse the other child.

3) Accidental physical harm – A child might unintentionally bump into or trip another child. This it is not bullying if it is not deliberate.

4) Being "bossy" – It is natural to want friends to play a certain way, and some children take the role of being the director. Learning to lead skilfully is a lifelong process, and most kids haven't mastered it.

5) Telling a joke about someone (once) – While this is not great behaviour, it is not considered bullying unless there are repeated instances. Of course, we should teach our children that one single joke about someone may hurt that child's feelings, and it's not okay.

6) Arguments – We all argue, and arguments will inevitably happen at school.

While the above six behaviours are not ideal, they are not bullying. And as parents and educators, we should teach children to refrain from acting in ways that may hurt another, whether it's a one-time thing or not. Nonetheless, it's important to understand the difference between bullying and general conflict or unskilled behaviour.

The Fearnhill community believes that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- developing a code of behaviour that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- holding regular discussions with staff, volunteers, children, young people and families who use our organisation about bullying and how to prevent it
- providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children, young people and families will focus on:

- group members' responsibilities to look after one another and uphold the behaviour code
- practising skills such as listening to each other
- respecting the fact that we are all different
- making sure that no one is without friends
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well.

Responding to bullying

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole. We will review the plan we have developed to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term.

Diversity and inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our organisation.

This policy statement should be read alongside our organisational policies and procedures including:

Separate documents set out:

- our behaviour expectations for children, young people and adults
- our policies and procedures for preventing and responding to bullying and harassment that takes place between adults involved with our organisation.

Nominated anti-bullying lead: Mr Michael Philips

The protocol below sets out our guidance to staff on how to deal with an allegation of bullying. This can also be found in the behaviour policy.

Dealing with Bullying Allegations – Suggested Protocol



