



Fairfield Primary School Anti-Bullying Policy

Created/Revised:	January 2024
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Review Details:	Updates/minor changes
Review Date:	January 2025
Approved by Governing Body:	January 2024

DEFINITION OF BULLYING

Bullying is deliberately hurtful behaviour that can be repeated over a period of time and where it can be difficult for victims to defend themselves.

- It can be verbal or physical, or carried out online
- It includes racial and sexual harassment and homophobic bullying, an irrational hatred of individuals who are lesbian, gay, bisexual or transgender.
- It is sometimes aimed at individuals with disabilities
- The hurt may be physical or emotional

AIMS OF THE POLICY

- To raise awareness of bullying issues
- To ensure incidents of bullying are effectively and seriously managed
- To provide safe, caring classroom and playground environments
- To give children the strategies and confidence to seek support

RESPONDING TO INCIDENTS OF BULLYING

- Bullying will not be tolerated so everyone needs to be aware of the procedures to follow.
- All incidents of bullying should be reported and recorded on school systems.
- A positive culture of support within school must be positively encouraged at every opportunity.
- Pupil Voice should be actively involved in this process.
- Fairfield Primary School will continue to promote kindness, co-operation and sharing through the curriculum and assemblies.
- All staff should be informed of any serious cases of bullying.
- School will respond to any bullying – including online bullying which impacts on children outside school and where appropriate we may seek support from external agencies.

PROCEDURES TO FOLLOW

For Pupils

- Always seek support – you being happy is very important.
- You may report bullying to any member of staff.
- You may bring your parents or a friend.
- A member of staff will help you to decide what to do.
- If you see/hear another child at school who is either bullying or being bullied you should tell a member of staff. It is important that all adults work to develop this culture.

Together you may choose one or more of these options:

- To talk to your class teacher or any safe adult.
- To think of ways to deal with it yourself.
- The teacher may talk to both you and the person upsetting you together.
- The teacher may talk to the person upsetting you alone.
- The teacher may talk to the class about the problem without naming anyone.
- To report it to the head teacher.
- Time will be made to follow this up at a later date to see if the problem has been solved.

For Parents

To talk privately with your child and to think of strategies that your child can use. These may include:

- Talk to the person who is bullying you.
- Talk to the whole class about bullying.
- Report the incident to the Class Teacher or Class Teaching Assistant
- Report the incident to the Team Leader.
- Report the incident to the Head Teacher.
- Report the problem to any other adult in school.

For the Class Teacher/Head Teacher

- The Head Teacher will decide on the action to take but this will usually involve:
- Speaking to both the pupil being bullied and the pupil who is bullying.
- Speaking to parents.
- Accountability for actions
- Making sure the pupil who was bullying understand the consequences of their actions.
- The incident will be officially recorded on CPOMS (an electronic tracker).
- The situation will be monitored and reviewed at a later date to see if the situation has been resolved.
- This policy takes account of the Human Rights Act 1998. When dealing with incidents of bullying, the school will consider the Human Rights issues of all children involved.

Written by R Birtwhistle January 2024

