

Fairlands Middle School  
*anti-Bullying Policy*  
(an appendix to our Behaviour Policy)

Rationale.

Some of our core values, central to our Aims and objectives, are:

*'We will make the most of the opportunity to teach children who are moving towards adolescence and coming to terms with their own growing up. Fairlands Middle School will support its pupils at this vulnerable time of their lives by developing their sense of security and belonging to family, school and society as a whole'*. This is further developed as a key objective *'keeping the children safe from bullying, harassment and discrimination'*. Our brochure/prospectus clarifies *'Bullying is never tolerated and every reported incident is investigated, often dealt with through restorative approaches and always managed in an emotionally intelligent manner'*. However we accept that bullying happens in all institutions including Fairlands Middle School.

There are many links between this policy and other aspects of our work and associated policies; most notably: Child Protection/Safeguarding, Single Equalities Scheme, SEN and our Behaviour Policy. Fairlands Middle School pupils have created their own 'Bullying Charter' which is clearly displayed around the school and is regularly referred to in assemblies and by tutors. The text of the charter is included at the end of this policy. Our Home-School Agreement also requires parents to *'let the school know about concerns or problems'*, we are certain that this will make things better for children, not make matters worse and we acknowledge that this is sometimes the fear of some people.

Definition

We adopt the definition produced by pupils as part of the Somerset UK Youth Parliament:

*Bullying: A physical, psychological, or verbal attack on a person or a group of people, by a person or a group, causing harm to the victim. The bully is usually aware of the harm they are causing and often repeats their actions.*

Some examples may include:

- Physical – hitting, offensive or threatening gestures, theft or interference with personal belongings
- Verbal/text – name calling, cyberbullying
- Indirect – spreading rumours, excluding someone from social groups

Implementation of Policy

- Our school acknowledges that sometimes the worst aspect of bullying may be the fear of bullying and what might happen next. It is essential therefore that as far as possible the bullied pupil, and sometimes others too, understand that standing up to bullying by 'telling someone' is the right thing to do and will lessen the risk of bullying rather than make matters worse. We expect to have the reputation of being a 'telling' school.
- All staff must be alert to the signs of bullying and act promptly and consistently in line with this policy. The signs of bullying are often the same as the signs indicated in Appendix 1 of the Child Protection Policy.
- To minimise bullying, pupils will be actively taught what bullying is and that it is unacceptable; through assemblies, tutor time, Cross curricular work such as 'Health Week' and within the taught curriculum of subjects such as English, citizenship, PE and humanities. During November every year we have a particular focus week on Anti-Bullying as part of 'Anti-bullying Week', this particularly impacts on the children as a result of their drama work.
- We will also teach the role bystanders play in actively but safely tackling bullying.
- Pupils are regularly referred to the Bullying Charter which is displayed clearly around the school. The key expectation of the pupils' Bullying Charter is *'Tell someone'* both if a pupil has experienced or seen bullying.
- Information about bullying must be shared with Year Heads and Assistant Headteacher.
- Parents should inform the school of any concerns about bullying especially where there is information they feel we may be unaware of. The school will scrutinise the Parents' Questionnaire as a way of identifying the extent to which bullying is an issue.
- Where Governors are informed of a bullying incident it is important that full details are shared with the school. As with child protection/safeguarding issues it would not be appropriate to keep a confidence if this may lead to continued bullying.

## Policy into Practice

### The school:

- Will investigate all incidents of alleged bullying with urgency
- Will ensure that clear accounts/statements will be recorded
- Will ensure that Year heads and Tutors are fully informed
- Will ensure that wherever possible parents are fully informed. This is especially urgent where a child may be returning home in a distressed state.
- Will deal with incidents professionally, with sensitivity and consultation with appropriate staff.
- Will continue the 'Tell Elmo' confidential and anonymous peer support email system, moderated by a member of staff.
- Will use anonymous surveys to establish the pupils' perceptions of bullying at least annually. This may include involvement in the national 'Tellus2' surveys.

### Those who are bullied:

- Are often those in a position where it is difficult for them to defend themselves. They will be supported with strategies and advice that will help them be part of the solution.
- Will be supported, often by the member of staff who discovered or to whom the bullying was first reported by the child.
- Will be given reassurance to restore confidence and raise self esteem. They will be shown respect for their courage in confronting the bullying.
- May need advice about how to minimise the risk of bullying in future life

### Those who have bullied:

- Will be listened to
- Will be given a clear link between unwanted behaviour, outcomes for others (including both victims and bystanders) and sanctions
- Will have their parents fully informed in order for subsequent sanctions to be managed in partnership with families. Parents are expected to play a positive part in supporting this policy as part of our home-school agreement
- Strategies/Sanctions which may be used include:
  - Official warnings involving parents
  - Restorative justice conferencing
  - Restriction of certain activity such as break and lunchtime
  - Detention during or after school
  - Formal fixed-term exclusion (internal or external)
  - Permanent exclusion
- Will also be given strategies to enable them to develop more responsible attitudes and leave behind negative reputations.

## Bullying Charter

Staff, pupils and parents at Fairlands are working together to create a school community where bullying is not tolerated.

### We agree to:

- Respect other people
- Think before we act/talk
- Tell someone if we are being bullied
- Tell someone if we see bullying

Don't be a sheep!

Be a leader against bullying