

Anti-Bullying Policy



Approved by:	Board of Directors	Sept 2022
Signed by:	Chair of Directors	Sept 2022
Written by:	Pippa Hart, Senior Learning Manager	Sept 2022

Anti Bullying Policy

Fairfield High School Anti-Bullying Policy

This is a statutory policy, and should be read in conjunction with the school's Behaviour Management; Safeguarding and Equality policies, Special Educational Needs policy; Home School Agreement; ICT Acceptable Use Policy.

Mission statement

Fairfield High School is a positive and inclusive environment where all members of the school community are clear about expectations of behaviour.

- **We aim to create a safe and secure environment where every person is equally valued and no one has the right to harass, insult or cause offence to anyone else.**
- **We do not tolerate bullying in any form.**
- **Bullying is always be taken seriously and dealt with through a common understanding of the problem and with a consistent response.**

Rationale

- Fairfield High School has a duty to ensure a safe, supportive and productive learning environment for its students, as encompassed by the School's Core Values. A school anti-bullying policy allows all stakeholders to have a clear understanding of the structures put in place to support this, and their own rights and responsibilities in the process. Students, staff, governors and parents/carers working in collaboration will ensure that high standards of behaviour are maintained at Fairfield and will allow all to achieve their best. All staff will be expected to support the Head Teacher and SLT in maintaining this policy. The policy will be applied fairly and consistently, with due regard to any extenuating circumstances.

Fairfield High School Core Values

- To inspire independent learners through excellent teaching.
- To provide a safe, happy and inclusive environment.
- To promote a sense of pride in the school enhancing and promoting its profile in both the immediate and wider communities.
- To offer a broad, balanced and personalised curriculum which enables everyone to achieve their personal best.

Roles and responsibilities (General)

The Governing Body

- Is responsible for agreeing the standards of appropriate behaviour and the policy to support this.

Anti Bullying Policy

The Head Teacher

- Is responsible for implementing the policy and ensuring that these standards are maintained by students and supported by staff.

Definition of Bullying

At Fairfield High School, we understand bullying to be behaviour which is *deliberately targeted and persistent*, resulting in another person being hurt, threatened or frightened, either emotionally or physically.

Bullying can be, for example:

Emotional:	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical:	pushing, kicking, hitting, punching or any use of violence
Racist:	racial taunts, graffiti, gestures, reference to ethnic origin or nationality
Sexual	unwanted physical contact or sexually abusive comments or actions
Homophobic:	because of, or focusing on the issue of sexual orientation
Verbal:	name-calling, sarcasm, spreading rumours, teasing, referring to difficulties or disabilities
Cyber:	all areas of misuse of the internet, such as email and internet chat room, mobile threats by text messaging and calls, misuse of technology, such as camera and video facilities

Prevention

All students have the right to be educated in a happy, caring, inclusive environment, free from fear. At Fairfield High School we aim to fulfil this right by actively preventing bullying - adopting a policy of **zero tolerance and quick response**.

The best way to prevent bullying is by working in partnership with students, parents and carers.

Students:

- Have the right to feel happy and safe at school and on their journey to and from school
- Should tell any member of staff with whom they feel comfortable if they are being bullied
- Should tell a friend, senior student or parents/carers who can inform a teacher about the bullying

Parents & Carers can help by:

- Ensuring good attendance so that their child feels part of the school community
- Supporting of their child if s/he is a target of bullying
- Notifying the school if their child is being bullied or threatened by contacting the tutor or Learning Manager in the first instance
- Coming in to school if requested
- Not getting directly involved – the school has a duty to deal with incidents which occur on the way to or from school or in school, and will always do so

Parents/carers of students who are alleged to be bullying will be contacted by Learning Manager to discuss the situation.

The school will:

- Ensure that all students, staff, parents/carers and governors have a clear understanding of the school's view of bullying, and what to do if they think bullying is taking place, or they are the victim of

Anti Bullying Policy

bullying.

- Ensure that all students have access to a broad balanced and differentiated curriculum. Within that curriculum there are specific areas that promote students' awareness of bullying and offer opportunities for understanding to be developed. Students learn social skills and share in a curriculum that allows for co-operative learning, discussion and respect for different points of view. Our curriculum aims to recognise achievement and strengthen self-esteem.
- Organise the pastoral programme to promote understanding of the whole child and foster relationships in which the students are encouraged to share concerns and develop trust.
- Praise non-aggressive behaviour, rewarding positive behaviour and achievement.
- Communicate promptly with students, staff and parents/carers so that potential problems are realised and dealt with appropriately and developing effective strategies to deal with issues.
- Follow the agreed Behaviour Management policy to ensure good behaviour of students at all times, including during breaks and lunchtimes.
- Provide holistic student services and targeted intervention through **our pastoral support.**

If bullying is reported, the school will:

- Listen to the student and respect her/his feelings.
- Reassure the student that any allegation will be treated seriously and sensitively and, as far as possible, her/his safety will be ensured.
- Investigate the allegation carefully, by questioning and listening to all parties involved (in most cases on the same day) to begin to resolve the situation as soon and as positively as possible.
- Keep the student who has made the allegation up to date with what is happening and reassure him/her that the situation is being dealt with.
- Use a range of strategies to stop the bullying, including Restorative Justice Techniques, anger management, counselling and positive behaviour management.
- Keep a **secure** record of events and chronologies
- Usually contact parents/carers of both parties to inform them about the incident and the investigations in relation to their own child.
- Involve outside agencies as appropriate, including the police if necessary
- Continue to monitor the situation.
- Issue sanctions according to the Behaviour Policy as appropriate. These sanctions could include detention (lunch or after-school), withdrawal of privileges, paying for any property damaged, internal isolation and exclusion from school.

For the purpose of this policy "staff" refers to any member of staff, whether permanent or part time, teaching or non-teaching, visiting or invited into the school in any capacity where they will be in contact with students.