

# **FORT FEDERATION**

*Friendship for all, One vision, Readiness to learn and Trusting in God*

The Lord is my rock, my fortress and my protector  
2 Samuel 22:2

## ***Anti-bullying Policy***

**Policy Review Date:** 11<sup>th</sup> November 2020  
**Reviewed by:** Teaching & Learning Committee

**Next Review Date:** Autumn 2021

**Signed by the Chair:**

**Date:**



Living, loving and learning forever:  
becoming the best  
as we journey together

**The policies of this Federation have been developed from our vision. Our belief is that our policies seek to create inclusive, holistic environments based on Christian values linked to British shared values where all adults and children can flourish.**

## **Anti-Bullying Policy**

The policies of the federation have been developed from our core values. In executing these policies special attention is taken to consider fairness, compassion and equality. Our belief is that we are all made in the image of God and are therefore equally valued, ensuring that these policies are for the benefit of the school and the wider community, and demonstrate the love of God through Christ.

### **Rationale:**

Our schools are caring, Christian communities where bullying will not be tolerated. In order to achieve our school aims, we need to ensure that children feel safe and secure and free from any form of bullying. Children must know that they can talk to adults about their fears and have confidence that action will be taken to resolve the situation. Our aim is to work closely with parents/carers to achieve this for our children.

This policy should be read in conjunction with the school's "Behaviour Policy" and has been prepared in line with the Governor's Statement of Behaviour Principles.

### **Definition:**

Bullying can be described as being a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be verbal, physical, emotional or indirect. It can be an unresolved single frightening incident which casts a shadow over a child's life, a series of such incidents or persistent victimisation over time.

### **Aims:**

We aim for children to:

- understand what bullying including cyberbullying is and why it is unacceptable
- feel secure in school and able to talk to staff about incidents of bullying – either real or perceived; to themselves or their friends
- know that adults will listen and try to resolve the situation for them
- have the confidence to say "NO" when encouraged by others to be involved in acts of bullying
- know the consequences of bullying – that adults will respond with sanctions and will involve parents.
- have the support of other children's friendship, through adult intervention, if bullying is a concern

### **Guidelines:**

To achieve these aims staff will:

- plan opportunities for children to discuss bullying within PSHCE and ICT sessions /Family groups, in the secure context of the classroom
- to emphasis the seriousness of cyberbullying and the have clear guidelines on how to use cameras, laptops and small electronic devices properly.
- watch out for signs of distress in children that may be caused by bullying/cyber bullying.
- adopt a caring, patient, listening approach to children who express anxieties about being bullied
- assure the child that action will be taken
- get a clear picture of the incident/concern through discussion with all those involved. In serious cases this will involve a formal meeting which will be recorded
- talk calmly to any child accused of bullying – remembering that bullies have often been victims of bullying too
- report all incidents of actual or perceived bullying to the class teacher and the Head of school who will decide on what further action needs to be taken. Any substantiated concerns will always be discussed with parents
- when parents are involved, record this and actions agreed in the "Bullying Log Book" kept in the Executive Headteacher's office
- monitor the situation by informing adults on playtime/lunchtime duty to observe and report back, to ensure that bullying has ceased
- consider the behaviour of the bully and whether counselling/support is required
- ensure bullied children have a support network of friends to overcome the fear / unhappiness of playtimes
- respond to concerns raised by parents.