



## Fairfield Primary School Anti-Bullying Policy

Created/Revised:	January 2025
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Review Details:	Updates/minor changes
Review Date:	January 2026
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
- The hurt may involve technology including artificial intelligence.

### 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 of 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 2025

