



## **Introduction**

At Forton School we believe that all members of the community value the individual dignity and worth of all. We value members acting in a thoughtful, responsible manner. We value open communication within a secure, happy environment where beliefs, thoughts, opinions and feelings are treated with discretion, sensitivity and tolerance. We acknowledge the partnership between home and school. We welcome the support of parents in fulfilling this strategy.

Whilst bullying is not seen as a significant problem at Forton Primary School, it is important to acknowledge that bullying behaviour can occur anywhere and everywhere; in schools, within the home and the community. Children are not expected to tolerate bullying or to suffer in silence. They will be encouraged to disclose problems in an environment in which they feel safe and confident. Early intervention is vital if behaviour is to be changed.

Forton Primary School takes bullying very seriously. The principal aim is to foster an atmosphere where bullying is discouraged and is seen to be inappropriate and wrong. Where bullying does happen, pupils and parents are encouraged to report it. All reports will be followed up and a positive response made.

## **A definition of bullying**

Bullying can occur in 2 main ways:

- physical - where the person being bullied is hit, kicked or when belongings are taken or damaged;
- emotional – such as taunting, spreading hurtful rumours, excluding people from social groups, cyberbullying.

The behaviour constitutes bullying if:

- it is repetitive, wilful or persistent;
- it is intentionally harmful, carried out by an individual or group;
- there is an imbalance of power, leaving the person who is bullied feeling defenceless.

## **Aims**

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear Behaviour Policy, curriculum content (especially PHSE and RE) and assemblies
- To show commitment to overcoming bullying by practising zero tolerance.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.



### **Procedure for Dealing with Incidents**

1. When bullying is identified the offending child's parents will be contacted and appropriate action taken.
2. The parents of the child who has been bullied will be contacted to inform them of the incident and the action taken.
3. If the bullying behaviour continues the Headteacher will arrange a meeting with the parents of **all** concerned to discuss the situation and what future action will be taken.

### **Staff Responsibilities**

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents and investigate as fully as possible.
- To take appropriate action, including keeping a written record of the incident.
- To refer the matter to the Headteacher for further action.
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying behaviour.
- To foster by example the values we as a school believe in.

The headteacher will be responsible for monitoring the extent to which the above responsibilities are being carried out and checking there is a consistency of approach. An annual report will be made to governors.

This policy will be reviewed every 3 years.

Reviewed by staff: 1/02/16

Reviewed by governors: Spring 2016