



FOSSE WAY

Fosse Way Academy

Anti-Bullying Policy

Approved by: Headteacher,
Senior Leadership Team

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Bullying will not be tolerated

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn and fulfil their potential in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school.

Definition

Bullying is defined as the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based	Taunts, harassment, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, harassment, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing, insulting
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Provision

To avoid situations where bullying may occur the following steps are taken:

- We ensure that all children and staff have a common understanding of what bullying is and how to report any worries or concerns.
- We have a regular programme of PHSE (including assemblies) to raise children's understanding of bullying and its impact.
- We use opportunities across the curriculum to learn about bullying and prejudice as well as the impact this has on individuals and society. For example, through stories in English and examples from history.
- Children should not be in classrooms unsupervised during playtimes/lunchtimes unless they have a particular responsibility agreed with a member of staff.
- Adults supervise on the playground from 8.45am (KS1 & EYFS) and 8.50am (KS2), at playtimes and at lunchtimes.
- Children are continually reminded that if they have a problem or are worried that someone else might be being bullied, they should tell an adult.
- Fosse Way School has a well-publicised “open door” policy to promote regular communication between parents, carers and staff.
- Parents and carers can share any concern with teaching staff, the pastoral team and school leaders – this can be in person, via email or on the telephone.
- The school seeks to create an ethos whereby parents are comfortable in being able to discuss their own concerns in the knowledge they will receive help and support from school or the appropriate outside agencies that are available.
- All members of the school staff will discuss and agree this policy and will receive appropriate training.

Action

At Fosse Way we acknowledge that bullying does happen from time to time, and all members of the staff will respond when bullying is reported or observed. Direct action should occur within a context which reminds all pupils that bullying behaviour is unacceptable to the school and will not be tolerated.

We will:

- Start by accepting that there is a problem and then try to build an accurate picture of what has happened by listening carefully to each person involved.
- Keep the discussion focused on finding a solution and stopping the bullying from recurring.
- Record incidents on our online CPOMS system and inform relevant members of staff.
- Inform parents of all involved children.

It is very important that any child who is being bullied is given support and dealt with sensitively. The perpetrator must also be given support and education in order to change his/her behaviour.

Consequences

Consequences will be used where bullying is clearly proven. Details of the potential consequences are outlined within the school Behaviour Policy.

Responsibilities

Governors

- Support the headteacher in all attempts to eliminate bullying from our school.
- Ensure that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- Monitor bullying incidents and review the effectiveness of the school policy regularly.
- Require the headteacher to keep accurate records of all incidents of bullying.
- Respond promptly to any request from a parent to investigate incidents of bullying.

Headteacher

- Implement the school anti-bullying strategy.
- Ensure that all staff are aware of the school policy and implement it appropriately.
- Report to the governing body about the effectiveness of the anti-bullying policy.
- Ensure all members of staff receive sufficient training to be equipped to deal with all incidents of bullying.

All Staff

- Take all forms of bullying seriously.
- Ensure children understand what bullying is.
- Ensure children know that all forms of bullying are unacceptable.
- Establish a climate of trust and respect for all where children feel safe to share concerns.
- Implement the school Anti-Bullying and Behaviour policies fully.
- Investigate incidents promptly and take appropriate action.

Parents and Carers

- Contact school immediately regarding any concerns they have regarding bullying.
- Support the school's anti-bullying policy.
- Actively encourage their child to be a positive member of the school.

Children

- Speak to a member of staff if they believe that any child is being bullied or treated unfairly.
- Follow our school rules.
- Sign and adhere to the Home/School Agreement.
- Engage appropriately in all aspects of school life, including restorative work.
- Cooperate with all school staff.

Links to other policies

- Behaviour Policy