

Fakenham Primary Federation: Anti-Bullying Policy

The staff at Fakenham Primary Federation (FINS and FJS) acknowledge that bully can happen at our schools between anybody. Bullying is a serious issue. It is important to give immediate support and attention to anyone who may be being bullied. It is also important to recognise that the 'bully' may require support as this may be a sign of a Safeguarding concern.

The bully, bullied and bystanders are all victims and need support.

Bullying is persistent behaviour which intimidates individuals or groups through verbal, emotional or physical aggression. It can happen in person or virtually. At our schools we will teach children about STOP: **Several Times On Purpose** and **Start Telling Other People**

The schools will:

- Continue to maintain a school environment characterised by warmth, positive regard and mutual respect.
- Support children who are being bullied.
- Try to remove the fear of retribution from those who report bullying.
- Treat bullying seriously and investigate the incidents fully.
- Ensure that pupils know how to communicate incidents of bullying through a trusted adult.
- Respect the right of pupils to their own space without fear of intimidation.
- Help bullies and victims to change their behaviour.
- Work in partnership with parents
- Set firm limits to unacceptable behaviour.

When an incident of bullying is reported all participants should be treated with equal regard.

All incidents of bullying should be recorded on CPOMs (our online Safeguarding reporting system).

When an incident of bullying occurs, it will be treated on its own merits. Senior staff may take in to account previous incidents of bullying behaviour. A restorative approach that focuses on the victim will be the initial approach to resolution. If this fails, then any consequences will be decided independently of each incident. However, if there are serious recurrences then the Executive Headteacher or Deputies may decide to use suspension. When all other avenues have been considered and tried permanent exclusion maybe considered in line with DfE guidance.

Implications for the whole Federation

- We will adopt a consistent approach to the problem.
- All reports of bullying will be treated seriously.
- All participants will be treated with equal regard.
- We will enable pupils to understand and accept diversity.
- Training when available will be used to support this policy.

Implications for pupils.

- Positive management will help to raise self-esteem.
- They will accept diversity.
- They will be encouraged to make and maintain friendships and move forward with relationships.
- They will recognise and respect the needs of others.
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All incidents of bullying will be reported to the DFE annually via the local authority.

This policy is reviewed annually as part of the behaviour policies.

Digitally signed: A. Mason

Date: September 2023