

**FERNHURST JUNIOR SCHOOL**  
**Anti –Bullying Guidelines**  
**(Appendix 4 to Behaviour Policy)**

## **Introduction**

Fernhurst Junior School is committed to creating a caring, friendly environment in which to learn and work; a place where people feel relaxed and secure. All members of our community are encouraged to challenge bullying and seek help for themselves or others if they feel bullying is happening.

## **Aim**

The aim of this guidance is to prevent and deal with any behaviour deemed as bullying, and to promote an ethos where bullying is regarded as unacceptable, so that a safe and secure environment is created for everyone to learn and work in. These expectations apply to everyone in, and visiting, our school.

## **Definition**

Bullying is when one person or group of people keep doing things or saying things that deliberately upset or hurt another.

Isolated incidents of unkind and/or aggressive behaviour, while they should not be condoned, are not bullying.

In our school we reduce bullying by:-

- Working with the whole school community to develop a climate of mutual respect that values every individual, through PHSE and within other curriculum areas, assemblies, circle time, and by example
- Giving pupils strategies to protect themselves and to develop feelings of self worth
- Liaising effectively with parents/carers and to ensure awareness of the school's behaviour policy and their role in supporting it.

In our school we have the following proactive measures to reduce incidents of bullying and promote good behaviour

- Circle time
- Class meetings
- Class rules
- Special assemblies
- Anti bullying measures discussed in PSHE
- Buddies for new pupils
- Peer support
- Pupils encouraged to tell an adult
- Pupils views listened to via school council
- Developing and supporting home, school and community partnerships

In our school when bullying is reported: -

- Pupils will be listened to
- Both parties will be counselled and initially advised
- The school behaviour policy and 10 step plan will be applied
- Parents will be informed when it becomes an ongoing problem
- Sanctions, as per 10 step plan, will be progressive
- Perpetrators will be encouraged to make amends using a Restorative Approach
- Victims and perpetrators will be considered for social skills groups or 1:1 support to raise self-esteem.

### **Roles and Responsibilities:**

In our school:

- All members of the school community, both students and adults, have a responsibility to recognise and report acts of bullying
- Class teachers will deal with bullying allegations in the first instance
- All staff will actively investigate allegations of bullying and take action in line with the School's Behaviour Policy
- Pupils will try to support one another and engage positively with class and school rules
- Parents will work with the school to support our ethos and the behaviour policy
- The Senior Leadership Team will be responsible for the effective implementation of these procedures.
- The Head Teacher is responsible for any staff training and for regular review of the behaviour policy
- The Governors' curriculum committee will review the policy regularly (bi-annually)

### **Useful Contacts:**

Childline -0800 1111 –a free, confidential helpline for children and young people offering advice and support, by phone and online, 24 hour

Parentline plus – 0808 8002222 a free helpline for anyone caring for children or textphone 0800 783 6783 for the deaf or hard of hearing

[www.Anti-Bullyingalliance.org.uk](http://www.Anti-Bullyingalliance.org.uk)

[www.nspcc.org.uk](http://www.nspcc.org.uk)

[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)