



Anti-Bullying Policy

Reviewed	Date of Next Review	Responsibility
November 2023	November 2025	Principal

Our Mission:

'To enable young people to live and work without barriers'

Our Values:

- **Teamwork** – we hold ourselves and each other to account and are better when we work together
- **Compassion** – we act with trust, honesty and kindness in everything we do
- **Inclusion** – we treat each other fairly and with respect
- **Innovation** – we encourage thoughtful, creative and aspirational ideas
- **Pride** – we encourage each other to be proud of who we are and what we do

Statement: Fairfield Trust (FT) operates a policy of zero tolerance towards any type or form of abuse directed at students.

1. Introduction.

- 1.1. This policy follows the DFE Bullying in Schools guidance (<https://www.gov.uk/bullying-at-school>). It should be read in conjunction with the following FT documents:
- Staff Codes of Professional Practice
 - Students Codes of Behaviour
 - Equality and Diversity, Accessibility & Single Equality Scheme Policy
 - Whistle Blowing Policy
 - Safeguarding & Child Protection Policy
 - Prevent Policy
 - E-Safety & Online Protection Policy
 - Complaints Policy
- 1.2. There is no legal definition of bullying. However, it is usually defined as behaviour that is:
- repeated
 - intended to hurt someone either physically or emotionally
 - often aimed at certain groups, eg because of race, religion, gender or sexual orientation
- 1.3. The definitions of bullying and measures to prevent and manage bullying in this policy apply to staff (including volunteers) and students within the FT.
- 1.4. Students and staff within the FT have the right to live, work and learn in an atmosphere which is free from harassment and fear. All staff have a duty to establish and maintain an environment free from bullying. Bullying by staff or students will not be tolerated in any form.
- 1.5. Bullying is recognised as serious and unacceptable and damaging to everyone involved. The FT will use mediation techniques to resolve incidents of bullying as quickly as possible. Staff and students will be helped to understand what bullying is and it will be dealt with using a "no blame" approach as far as possible. However disciplinary action will be taken against those failing to fulfil their responsibilities under this policy.
- 1.6. It is recognised that bullying and abuse are terms that can describe the same behaviours and have the same outcomes. Whatever term is applied staff must be aware that they have a duty to report bullying and abusive behaviour and managers have a responsibility to act upon all incidences and allegations of bullying and abuse. If bullying involves a crime, e.g. assault, theft, hate crime (bullying linked to a protected characteristic such as race, disability, etc.) the police may need to be informed.

2. Definition

2.1. Bullying can take the form of (but is not restricted to):

- unkind remarks or name calling
- insensitive jokes or pranks
- insulting or aggressive behaviour
- ignoring or excluding people
- setting unachievable targets
- criticising people in front of others
- withholding necessary information
- constantly undervaluing effort
- physical aggression
- taking belongings
- spreading rumours
- sending malicious e-mails, photographs or text messages on mobile phones
- making malicious phone calls
- posting malicious/inappropriate comments and/or photographs on social network sites
- lack of respect for other people
- imposing rigid regimes on others

2.2. People may be bullied because of individual characteristics ie race, disability, gender, gender identity, age, sexual orientation, religion or belief, social economic status, pregnancy & maternity, marriage & civil partnership.

2.3. People may be bullied by individuals or by groups.

2.4. Peer-on-peer is serious and often overlooked or ignored as banter or playing/normal teenage behaviour. FT will not tolerate this kind of abuse and it will be addressed every time.

Peer on peer abuse includes, but is not limited to:

- physical and sexual abuse
- sexual harassment and violence
- emotional harm
- on and offline bullying
- teenage relationship abuse
- It can even include grooming children for sexual and criminal exploitation.

2.5. Everyone should be encouraged to report bullying and be listened to if they do.

- never ignore suspected bullying
- don't make premature assumptions
- listen carefully to all accounts – keep an open mind
- adopt a problem-solving approach with an action plan if necessary
- check bullying has not resumed.

3. “No Blame” approach.

- 3.1. It is more important to stop the bullying than it is to put sanctions in place for the bully, who may have been a victim of bullying in the past themselves. The bullying behaviour should be discussed and the bully supported to understand how being bullied feels. The aim of this approach is to ensure that bullies do not feel threatened and can therefore be part of the solution. Victims and bullies will need on-going support to achieve this, restorative justice techniques should be used whenever it is appropriate to do so.
- 3.2. The student curriculum and staff training will be used to raise awareness of bullying, increase understanding for victims, help build an anti-bullying ethos and teach people how to relate to others. This can be achieved through personal development groups, tutorial meetings, student council meetings, house meetings, appraisals, supervision and support and staff meetings.
- 3.3. If there is persistent bullying that is not resolved by these methods:

either: the victim will be supported to use the FT's Complaints Policy and disciplinary procedures will follow if the complaint is upheld-

or: action will be taken in accordance with the FT's Safeguarding & Child Protection or Prevent policies.

4. Support for victims and bullies.

- 4.1. Victims and bullies will be offered support according to their needs. This will be achieved by:
 - encouraging other people to befriend them
 - offering them time to discuss their feelings (tutorials, PSHE groups, supervision and support or similar meetings)
 - making an appointment for them to see the college counsellor or external mediator
 - appropriate training courses (eg assertiveness training can be provided)

BY ORDER OF THE BOARD

Graeme Athey
Principal
November 2023