



Fairfield High School

Antibullying Policy

This policy is reviewed annually to ensure compliance with current regulations

Approved/reviewed by	
Principal	
Date of next review	September 2027

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1. Rational and purpose

At Fairfield High School we will ensure a safe and supportive environment centred around mutual respect, in which no one feels threatened by other members of the community. We believe that good behaviour and respect are required for teaching to be effective.

All members of the community are responsible for reporting and preventing bullying; bullying can relate to race, religion and culture, sexuality, SEND, gender and can include cyber-bullying. We will act to prevent discrimination, harassment and victimisation across the staff and student body. We are required to implement the anti-discrimination law (Equalities Act 2010) in which it is illegal to discriminate based on protected characteristics (including age, gender reassignment, being married or in a civil partnership, being pregnant or on maternity leave, disability, race including colour, nationality, ethnic or national origin, religion or belief, sex, sexual orientation).

Everyone at Fairfield High School believes and agrees that bullying is unacceptable and should not happen. Fairfield High School is committed to promoting respect between all members of its community creating a culture of inclusion, where staff and students feel safe. The purpose of this anti-bullying policy is to identify what is classed as bullying, outline our procedure for preventing and responding to bullying, outline how we will monitor and evaluate the anti-bullying policy and provide resources that can be accessed for support.

2. Scope and Application

This policy applies to Fairfield High School. This policy applies at all times when the student is:

- in or at Fairfield High School
- representing Fairfield High School or wearing school uniform
- travelling to or from Fairfield High School
- on trips organised by Fairfield High School
- associated with Fairfield High School at any time
- in the care of Fairfield High School, or at another time, and Fairfield High School becomes aware of an incident of bullying and decides that it is appropriate to take action under this policy

This policy shall also apply to students at all times and places in circumstances where failing to apply this policy may:

- affect the health, safety or well-being of a member of the school community or a member of the public
- have repercussions for the orderly running of Fairfield High School or;
- bring Fairfield High School into disrepute

3. Links to Legislation

This policy has been prepared to meet Fairfield High School's responsibilities under:

- Education and Skills Act 2008
- Children Act 1989
- Childcare Act 2006
- Education and Inspections Act 2006
- Data Protection Act 2018 and General Data Protection Regulation (GDPR)
- Equality Act 2010

This policy has regard to the following guidance and advice:

- Working Together to Safeguard Children 2018 (DfE)
- Keeping Children Safe in Education 2023 (KCSIE) (DfE)
- Information sharing advice for safeguarding practitioners (DfE)
- Preventing and tackling bullying: Advice for Headteachers, staff and governing bodies (DfE)
- Cyberbullying: advice for Headteachers and school staff (DfE)
- Sexual violence and sexual harassment between children in schools and colleges (DfE)
- Searching, screening and confiscation: advice for schools (DfE)
- Advice and guidance: How can we stop prejudice based bullying in schools (Equality and Human Rights Commission)
- Relationships education, relationships and sex education (RSE) and health education (DfE)

The following policies, procedures and resource materials are relevant to this policy:

- Behaviour Policy
- Equalities Information and Objectives
- Relationships and Sex Education – RSE Policy
- Safeguarding and Child Protection Policy

4. What is Bullying?

The antibullying alliance defines bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online and can be verbal, psychological, or physical.

<https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/understanding-bullying/definition>

Examples (please appendix 1 for further examples):

Physical: pushing, hitting, theft, sexual assault.

Verbal: Blackmailing, taunts/name calling, racial, sexist, homophobic and transphobic remarks.

Indirect: ignoring or excluding someone, spreading rumours, intimidation through gang like behaviour.

Cyber bullying: any form of online harassments which could include text messages, photos/videos and online social media posts.

Impacts of bullying (from <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/prevalence-and-impact-bullying/impact-bullying>):

Children and young people who have experienced bullying are more likely to:

- Face barriers to learning
- Miss school – feigning illness/truanting
- Be suspended
- Retaliate
- Place strain on families/carers
- Self-harm and experience depression
- Have impaired wellbeing – show signs of being shy or nervous

There are also a range of longer-term impacts that have been researched and include; mental health difficulties as an adult, lower earning potential and lack of employment, obesity, inability to form stable relationships, commit or be a victim of domestic abuse.

5. Procedure

Based around the Anti-bullying Alliances 10 key principles for preventing and responding to bullying. <https://anti-bullyingalliance.org.uk/tools-information/all-about-bullying/preventing-bullying/10-key-principles>

Staff should:

- Model behaviour expected of pupils, parents and staff, including respect and tolerance both in person and online.
- Encourage pupils and parents to report any incidents of bullying as soon as possible.
- Report any incidents or concerns of bullying.
- Take steps to protect anyone being bullied from harm.
- Follow the procedures in the responding to a bullying incident section of this document.
- Work with parents and pupils to find solutions.

Students should:

- Report any incidents of bullying they are involved in or witness to (either in person or by email).
- Help/support someone who is being bullied.
- Act in a respectful and tolerant way towards others in the community both in person and online.

Parents/Carers should:

- Encourage their child to report any incidents of bullying.
- Watch for signs of bullying.
- Communicate with the school if their child reports being bullied.
- Work with the school to find a solution.
- Promote strategies that enable their child to feel empowered and confident if they have to deal with a bullying incident.
- Act in a respectful and tolerant way towards others in the community both in person and online.

6. Preventing bullying

As a school we commit to trying to prevent bullying in the first instance through lessons, assemblies, anti-bullying week, our website and published materials. We use the following strategies:

- Educate: Ensure all members of the community know what bullying is and what it isn't.
- Enable: Give staff, parents and pupils the resources and skills they need to identify potential bullying and seek advice.
- Engage: Encourage pupils, parents and staff to engage in discussions around bullying and include them in developing strategies to prevent and respond to bullying.

7. How to report bullying

As a school we have developed a range of ways in which bullying can be reported.

- Report bullying to the DSL and Achievement Coordinators, or any member of staff (including, Tutors, Teachers, Achievement Managers, Support Staff)
- Use the Whisper anonymous reporting tool
<https://swgfl.org.uk/whisper/fhs123/>

8. Responding to a Bullying Incident (inside and outside school, including journeys to and from school and cyber bullying)

Any report of bullying should be sent to #end of day Microsoft formsb by the staff member who receives the report (whether from a parent or student) and recorded on CPOMs. It is important that as much detail is recorded as possible including the nature of incident (physical, verbal, online, racist, disablist, homophobic, transphobic) and any protected characteristics of the children involved e.g. Special Educational Need.

- a) The Achievement teams will begin an investigation, completing the incident form as they proceed.
- b) Statements taken from any witnesses to the bullying, including the victim and suspected bully.
- c) A senior member of staff will make a judgment based on the evidence available and decide on appropriate actions which may include restorative justice, referrals for support and sanctions, in line with the behaviour policy.

- d) Parents/Carers of any students involved are notified of the investigation and outcome, and the information, including the bullying incident form, is logged on the Management Information system (SIMs) and CPOMs (for safeguarding purposes).
- e) The actions are reviewed in an agreed timeframe to ensure all students involved in the incident are supported.
- f) Should repeated incidents occur further sanctions can be applied and could also result in escalation of sanctions in line with the school's behaviour policy.
- g) If appropriate the school may also involve the police as and when required.

9. Monitoring and Evaluation

- Each year Fairfield High School will review and evaluate the recorded incidents or bullying and the effectiveness of the anti-bullying policy and procedures. Where weaknesses are identified the School will create an action plan to address these and make improvements. Parents, pupils and staff will be consulted as part of the review.

10. Resources

Childline – 0800 1111 www.childline.org.uk

Family lives – 0808 8002222

National bullying helpline 0845 2255787/0300 323 0169 or
<https://www.nationalbullyinghelpline.co.uk/about.html>

Anti-bullying alliance <https://www.anti-bullyingalliance.org.uk/tools-information>

Kidscape <http://www.kidscape.org.uk/>

NSPCC <https://www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/>

11. Appendix I: Examples of types of bullying

This is a set of examples of bullying:

Type of bullying	Examples
Physical	• Hitting or kicking • Shoving or pushing • Tripping • Pinching • Damage of property • Sexual touching (sexual assault/harassment)
Verbal	• name calling • teasing • gossip/rumour spreading • slander • put downs • mimicking others • verbal threats of physical violence • racial abuse • homophonic abuse • blackmailing • sexist/sexual remarks • Transphobic abuse
Indirect Bullying	• Spreading lies about the target • Sharing secrets told in confidence • Exposing embarrassing aspects of the target's life • Manipulating social situations • Breaking trust • Ignoring or excluding someone • Intimidation through gang behaviour
Cyberbullying	• abusive or hurtful texts, emails or posts, images or videos • deliberately excluding others online • nasty gossip or rumours • imitating others online or using their log-in.