

fortismere

Anti-Bullying Policy

Introduction:

Fortismere School does not tolerate bullying or harassment of any kind. We believe that all of us are equal and should be enabled to achieve success.

In order to achieve this, we have the right to work in an environment in which we feel valued, respected and safe.

Bullying deprives us of this right and denies access to a full education. It may also have a negative effect on achievement; preventing us from reaching our potential and succeeding. This may apply both to the bully and to the victim.

Aims:

Our aim is to ensure that:

- Pupils feel safe and supported and able to report incidents concerning themselves and others
- Parents/carers feel safe and able to contact the school to express their concerns
- School staff feel safe and enabled to discuss any concerns and to know they are not acting in isolation
- All adults feel supported in that appropriate action will be taken by school Management and Governing Body.
- Bullying is dealt with immediately and effectively.

Definitions:

Bullying can be defined as the wilful, conscious desire to hurt or threaten or frighten someone else. To do this, the bully uses power to intimidate others. The cause of bullying can reflect inequalities and are often to do with race, gender, sexuality and appearance, and size, material possessions or other perceived difference.

There are many definitions of bullying, but most have three things in common:-

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves.

Forms of Bullying:

Bullying can take many forms and can be short-term or continue over years. It can take the form of physical, verbal abuse or possibly psychological attack of a more subtle nature, some of the specific ways in which bullying occurs are:

- Pushing, shoving, hitting, kicking
- Not being spoken to
- Name calling
- Damaging or stealing property
- Exclusion from groups and games
- Making personal comments

Where Bullying takes place:

Bullying can happen at any time and in any number of places. This is a major reason why all staff have to be involved and committed to the whole school approach to this issue.

The most common danger areas/times are:

Playground
Corridors
Cyber bullying at any time
Toilets
To and from school
Dining hall
Walkway/field

Regardless of where it occurs, pupils need to know that their concerns will be taken seriously and dealt with in a consistent manner whoever they report to.

The Effects of Bullying:

All forms of bullying behaviour are hurtful and may have a devastating effect on the victims. Whilst some children may recover from bullying, there are others who suffer lasting consequences. People who are bullied may see themselves as inadequate and friendless and suffer from loss of confidence and low self-esteem. They may then in turn bully others. Bullies if offered no support may continue with the behaviour into adult life. Both victim and bully may experience long last consequences.

Conclusion:

Our school aims to be a safe and caring environment; we shall deal with incidents of bullying and harassment immediately. Should our preventative measures fail, all incidents brought to our attention will be investigated and appropriate action taken with the support of Parents, Staff and Governors.