



ANTI-BULLYING POLICY

09/26

Review date: 09/27

Objective

Castle Farm Countryside Classroom (CFCC) anti-bullying policy outlines what we will do to prevent and tackle bullying.

Aims of the Anti-Bullying Policy

- To minimise incidents of bullying
- To improve children's safety and well-being
- To change the behaviour of the person/people using bullying behaviours
- To change the behaviour of bystanders and witnesses

Characteristics of Bullying

- Ongoing
- Deliberate
- Unequal

Definition of bullying

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual either physically or emotionally.

Forms of Bullying

- Physical-hitting, kicking, taking belongings
- Verbal-name-calling, insulting, making offensive comments, threatening behaviours
- Indirect-spreading malicious rumours, social exclusion, text messaging, e-mailing, social networking comments, inappropriate facial gestures
- Homophobic, cyberbullying, prejudice based relating to special education need, sex race, religion and belief, disability, sexual orientation or gender reassignment

It involves

- Target(s)
- The person/people doing the bullying
- Witnesses/bystanders

Proactive approaches

- Improving the environmental quality
- Ensuring opportunities for children to be listened to and to listen to each other, during planned sessions such as breakfast club/nurture time
- Work to develop positive relationships between adults and children and the role models offered by all adults in school
- Focus on bullying theme annually (National Bullying Day)
- Cooperative group work
- Cross-curricular themed approaches
- Awareness of the Anti-bullying Policy
- Training of all staff

Reactive Approaches

Company Number 14937009 Registered in England and Wales • Complete an incident form?

- Report to the referring party, parent/ carer (**Without delay**)
- Initial approach is one of no-blame and begins with a discussion between a member of staff and those involved.

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- Problem is discussed and recognition of how this makes those involved feel
- Meeting will be recorded
- Everyone must take responsibility for changing their behaviour
- Follow up meeting with target will follow to check bullying has stopped.
- Involvement of parents/carers so that there is support from home.
- Planned education around what is bullying, how it makes others feel, why it is unacceptable, how to deal with difficulties with others.
- Should bullying continue consequences of no longer attending the provision.
- Priority is to change behaviour but the safety of individuals must be taken into account

Liaison with parents/carers/ Commissioning Parties.

- Session leaders will make sure that parents/ carers and Commissioning Parties know who to contact if they are worried about bullying.
- If Bullying is seen or reported, parents/carers and the commissioning party will be contacted by CFFC without delay.
- A copy of the Form and then any follow up actions, will be shared with the Commissioning party without delay, until the incident is considered resolved.
- Work with parents and the local community to address issues beyond our setting that give rise to bullying

Responsibilities

This policy will only have impact if the whole community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

All staff have a responsibility to report and act upon bullying behaviour.