



Anti-bullying Policy

Updating Policy Procedure

When a policy is due for review it will be emailed to the reviewer who will revise and highlight those updates and return the policy in full with the highlighted updates back to the Administrator.

When a policy reviewer becomes aware of **any updates** they will ask the Administrator to email the policy to them and follow the above procedure.

A policy is a statement of intent and the guidelines we follow, that is adopted by the Fortuna and Athena Federation's Governing Body.

Policy Reviewed by:

Tracy Claypole – Fortuna
Andy Smallcome - Athena

Updated on:

March 2025

Date to be reviewed:

January 2027

Date ratified at FGM:

19/05/2025



Anti-bullying Policy

Statement of Intent

At Fortuna and Athena Federation we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a secure atmosphere. Ensuring the well-being of all children is a paramount concern. Staff have a duty of care to protect the pupils, acknowledge their difficulties and to strive with them to identify and resolve conflicts and disagreements.

Context of the special school setting

When children have experienced feelings of failure and inadequacy either in learning situations or within the social context they are often left with feelings of low self-worth.

We are aware of the effects of low self-esteem and how it can hinder the development of positive friendship. A child who feels 'bad' or undervalued may not be best disposed to liking or caring for others. Equally, if a child is emotionally immature they may be ill-prepared to adopt the complex skills involved in learning how to understand the world from another's point of view. The children need to learn how to make friends and this takes time and constant encouragement and guidance from staff.

Hostilities between children are dealt with in a manner that seeks resolution and supports them in reflecting upon their own behaviour and in understanding the effects of unkind and hurtful remarks one to another. A child may experience feelings of envy and resentment towards another child and behave unkindly towards them.

For the most part negative interactions between children are dealt with as they occur with staff guiding pupils to seek resolution of conflict. In this way positive relationships are restored and concern for each other encouraged.

If, however, negative and destructive interchanges continue, staff need to be alerted to any threat or demonstration of bullying.

Bullying

Bullying can be defined as intimidation by one pupil or group of pupils. This will include:

- repeated name-calling;
- repeated insulting remarks made about family members;
- offensive remarks and gestures with regard to race, culture, gender, religion or disability;
- threatening language and intimidating remarks;
- making fun and taunting a child with the intent to distress them;
- deliberately intimidating a child or group of children;
- encouraging others to verbally or physically abuse another child;
- menacing behaviour including threats of violence and harm;
- actual physical violence where one child is the victim;
- inappropriate sexual remarks or gestures.
- Cyber bullying (see appendix 1)



Aims and Objectives

We uphold a culture throughout the school including staff, pupils, parents and community that clearly favours mutual respect for all and encourages dialogue between children and adults.

We encourage our pupils to develop an understanding of their own feelings and responses.

Everyone will be encouraged to act with courtesy, respect for each other and themselves at all times, and all students have the right to learn in a safe environment.

School Rules

The school rules are:

- Respect myself and others and treat everyone with kindness.
- Keep myself and others safe in our mind, bodies and feelings.
- Make good choices that help me to learn.
- Be in the right place at the right time.
- Ask for help and share my troubles.
- Stop and think before I Act Then Act Responsibly.

The School Ethos

The school ethos promotes equal opportunities emphasises the principal that everybody has the right to be treated with respect regardless of any differences.

Children are constantly encouraged to recognise the effects of injurious actions and words upon themselves and others. It is made clear that hurt can be inflicted through words and insults about family and friends are equally damaging.

In order to prevent bullying the ethos aims to foster in the school community, (pupils/carers/governors/staff) an appreciation of the differences and difficulties surrounding race, culture, religion, beliefs, ability, class, gender, sexual orientation, disability or appearance.

We promote positive attitudes, ways of thinking and practices towards others and help pupils to appreciate the contribution that human diversity brings to our lives.

The adults demonstrate anti-bullying through their good practice. Their non-judgemental approach towards all children and their families will be recognised by the children. In order for them to value others they need to feel valued themselves. Staff promote this sense of value through all their interactions with the children and their community.

It is explained to children that no one deserves to be hurt and no one should be a victim of bullying.

An open and communicative culture promotes a 'no secrets' code that encourages children to talk to staff about their anxieties and to report any injustice they may encounter.

Children are made clear that any bullying remark or gesture is wrong and damages all parties.

The school attempts to do all it can to prevent bullying and to deal with any incidents that might involve bullying tactics or disrespect of others.

We aim to make all those connected with the school aware of our opposition to any one person or group of people being treated less favourably than another.

Incidents of bullying will be logged in class incident book and the school bullying log. These are located in the Child & Family Officer's Office.

Repeated actions will be brought to the attention of the child protection teacher in school. Staff will firstly support the victim of any bullying incident and reassure them that they will be protected from further distress.

Staff will outline with the perpetrator actions to be taken to make amends to the victim.

Parents will be informed of incidents of bullying. This includes parents of the victim and perpetrator. Special consideration of conversation will be discussed with Senior management team prior to speaking with the parent for any pupil who has been the victim/perpetrator of bullying incidents and have disclosed confidentially any LGBT+ with school and how this will be anonymised whilst still advising the parent/carer on any incident of bullying.

Parents will be made aware of the actions that have been taken in school to resolve the situation.

Parents will be asked to support school in helping the children to understand the destructive nature of bullying for all parties concerned.

At Fortuna the children's behaviour is monitored closely and parents receive a daily update through the home/school diary.

At Athena Children's' behaviour is monitored closely and parents receive regular updates via telephone calls.

Parents are to be encouraged to contact school at any time if they have any concerns with regard to bullying. They should ask to speak to a member of the Senior Management Team and the matter will be investigated as soon as possible.

Taxi drivers and passenger assistants are aware of this policy and also encouraged to report any incidences of suspected or actual bullying occurring on the journey, to the Senior Management Team. Max respect forms are available and are to be completed as soon as possible.

Roles and Responsibilities

All members of the school community have a responsibility to ensure that the principle of equal opportunities, fairness and protection for all remains central to the culture of our school.

Governors

The Governing body supports the Head teacher in all attempts to eliminate bullying in our school. This policy statement makes it clear that the Governing body does not accept bullying in our school and that any incidence of bullying is taken seriously and dealt with appropriately.

The school has a system of recording bullying behaviour. Numbers of incidents of bullying are reported to Governors in the Head Teacher's report each term. Governors are encouraged to question and discuss incidents.

The Governing body responds within ten days to any request from a parent/carer to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks for a report covering the investigation.

Head Teacher

It is the responsibility of the Head Teacher under the direction of the Executive Head to implement the anti-bullying strategy and to ensure that all staff are aware of the school policy and confident in dealing with any occurrence of bullying. Any incidents of bullying are documented in the bullying incident book.

The Head Teacher ensures that all children are aware that all forms of bullying are wrong and unacceptable.

The Head Teacher ensures that the school ethos advances the notion of high self-esteem, care and consideration for each other and encourages a culture of mutual respect between adults and towards all children and families.

Teachers

Teachers advance the climate of mutual respect and tolerance. They take all forms of bullying seriously and always address the issues with children as they may arise.

Teachers record any incidents of bullying in their class incidents book and the school bullying log.

Teachers resolve situations through open discourse, counselling and providing the appropriate support for the children involved. If a teacher considers the incident or pattern of behaviour needs further attention they will seek advice from colleagues and the Head Teacher. Parents/carers will be involved where necessary and it may at times be appropriate to involve other agencies.

Parents/Carers



FORTUNA ATHENA
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Parents/Carers who are concerned that their child might be being bullied, or who suspect their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents/Carers have a duty to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Monitoring and Review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to the Governors about the effectiveness of the policy on request.