

Bullying Policy

Learners at Field of Joy enjoy many rights. These include the right to be safe, enjoy and achieve and make a positive contribution. Any form of bullying, physical, verbal, racial, homophobic, sexist or other type of harassment will not be tolerated.

Procedures

- Children should report bullying incidents to available staff or someone who they can trust. In cases of serious bullying, the incidents will be recorded by staff. If an incident is not resolved in the first instance, it will be passed onto the team leader.
- Any incident will be logged and passed immediately to the team leader who will ensure this matter has been resolved.
- Parents must report any bullying incidences to Field of Joy.
- In serious cases parents will be informed and be asked to come into a meeting to discuss the problem.
- The bullying behaviour or threats of bullying will be investigated, and the bullying addressed.
- Appropriate feedback will be given to the parent reporting the bullying in a timely manner.
- Field of Joy accepts that any child could display bullying behaviour and as a setting we have a moral imperative to help those doing so to change their behaviour.
- If necessary and appropriate, external agencies will be consulted to provide support.

Outcomes

- Field of Joy will investigate the incident.
- The child displaying bullying behaviour will be asked to genuinely apologise. Other consequences such as:
 - (a) an apology letter or
 - (b) a written contract may be required.
- Field of Joy will aim to sort out differences and encourage the pupils to reconcile.
- In serious cases, parents will be informed in writing and suspension or even exclusion will be considered.

- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place and it will be considered that the incident/incidents are closed. Field of Joy strongly believes that all children can be bullied or a bully and as such all parties once an issue has been addressed should be allowed to move on from the issue at hand.

Prevention

We will use various methods for helping children/young people to prevent bullying. This will include:

- Have a listening and caring ethos.
- Encourage discussion and don't make premature assumptions.
- Adopt a problem-solving approach.
- The staff are made aware of the anti-bullying policy and have access to where the policy is kept.
- Explore issues through the curriculum.
- Support the bully and the victim in modifying behaviour.
- Provide information through notice boards, posters and Child line.
- Provide support through buddies, friendship group and peer support.
- The anti-bullying policy works alongside the behaviour policy. This is discussed with the children in sessions, so they are informed of the procedures.

Dated: 1st April 2023	Reviewed: 1st April 2024	Signed: C.Howells	C. Howells
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