Dealing with a Bullying Incident

Every allegation is taken seriously

All racist incidents are considered to be bullying at Fairlawn

Acknowledge
Recognise bravery
Inform SLT

Investigate
Listen
Speak separately to those involved
Remain calm

Record Action
Use 'My Concern'
Ensure actions are clear

Repair
Support victim
Agree sanctions and support perpetrator to make amends

Inform
As soon as possible ensure that parents of all parties have been informed of the incident, of the action taken by school and how they can support. Ideally this should be face to face if not possible then phone.

Monitor
Regular 'check-ins' with children involved
Refer for additional support e.g. inclusion outreach

Proactive strategies

We promote an anti-bullying ethos in school through:

- Teaching our values of friendship, responsibility and empathy.
- Building positive relationships
- PSHE
- Circle time
- Role-play
- Stories
- Assemblies
- School visits and visitors
- Parent briefings
- Zones of regulation

Reporting procedures

We promote a culture of 'telling' via:

- The class worry box
- Peer mediators
- Friends
- Parent communication
- Member of staff
- Observation/noticing

All bullying incidents are reported to governors