



THOMAS'S FULHAM ANTI-BULLYING PROCEDURES

This Policy complements and should be read in conjunction with the Thomas's Schools' Anti-bullying Policy. It is reviewed annually by Mr Wild and Mr Walters, our Anti-bullying Coordinators.

INTRODUCTION

Our school's definition of bullying:

'Behaviour by one person or lots, that is usually repeated, which is meant to hurt your feelings or your body'.

(Reviewed annually by the School community and school during 'Be Extra Kind Day,' Anti-Bullying week and as part of L4L.)

STRATEGIES

To create a community where bullying is not tolerated the following strategies are implemented:

- Our Anti-bullying document is discussed, monitored and reviewed on a regular basis:
 - 'Be Extra Kind' sessions/classes, where issues such as bullying are discussed and reviewed with pupils.
 - All bullying/ behaviour issues are recorded on iSAMS and are analysed weekly through our welfare reporting system, looking for hotspots or patterns – people, places & groups.
 - making sure all staff take bullying seriously and are aware of the range of sanctions which may be applied against those engaging in bullying (see Behaviour Guidance and rewards and sanctions policy)
- Members of Staff are supported to promote positive relationships and identify and tackle bullying appropriately by:
 - upholding our school rule: 'Be Kind'. Use the 10 school values as a vehicle to consolidate the school rule. These values are used in all we do in school and are prominent around the school.
 - referring any suspected cases of bullying to the Assistant Head or Deputy Head (or CLT member). See 'Behaviour Guidance'
 - any issues that a teacher has, is either passed on verbally to a parent/carer at drop off or by phone. If the matter is deemed more serious a member of the CLT makes contact with parents/carers. (please see 'Behaviour Guidance' for more information)

- having regular staff meetings to discuss bullying and share good practices. Using the 'care & share briefing' every Tuesday morning to identify any pupils that may be at risk or 'having problems' with peers.
 - giving each pupil in each class different ways to share their concerns. Such as – tell a teacher, an adult, email the online bullying helpline on the TLP or ask a friend to help them tell, use the school worry boxes.
 - using weekly Circle Times to prevent bullying issues and tackle them if they arise.
 - using the bespoke PSHCE curriculum (Learning 4 Life) to deliver comprehensive L4L lessons to all pupils.
 - understanding the Anti-bullying Policy and knowing who to report to. They are to report to Paul Wild or Lee Walters: (Anti-bullying Coordinators).
 - ensuring that lunch times and play times are suitably supervised and all staff on duty are aware of issues between pupils and trained to deal with situations.
 - using the Mentoring system where deemed necessary.
 - referring to the School Councillor if deemed necessary
 - making use of our ELSA trained teachers, if Emotional Learning Support would be beneficial
- Pupils are made aware that all bullying concerns will be dealt with sensitively and effectively by:
 - creating a culture where pupils feel safe, are able to and are provided with the opportunity to talk/tell.
 - making pupils aware of different types of bullying and educating them accordingly– online safety, physical, verbal and social.
 - being involved in creating the Anti-bullying Policy, understanding and abiding by it.
 - being aware of sanctions for bullying and how seriously it is taken.
 - ensuring bullies as well as those being bullied are helped both during and after the situation to stop further issues arising.
 - Parents/carers are reported back to quickly regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the Anti-Bullying Policy by:
 - encouraging interaction with members of staff. (Teachers are normally available at the beginning or end of the day).
 - being aware of and able to access the Thomas's Anti-bullying Policy online through the TLP.
 - knowing who to contact if they have worries or concerns regarding a bullying matter. The parents/carers first port of call is the class teacher, then Paul Wild or Lee Walters (Anti-bullying Coordinators) then Annette Dobson (Headmistress)

Thomas's Fulham seeks to learn from anti-bullying good practice elsewhere and utilises the support of the Local Authority and relevant organisations when appropriate by:

- forging close links with the Police Community Support Officers to create a sense of belonging for the pupils and community.
- staff members attending courses/seminars tackling all areas of bullying (ongoing CPD)
- sharing good practice with the Anti-bullying Coordinators from Thomas's Battersea, Clapham, Kensington and the Academy by meeting annually.

In order for our School community to remain a happy and safe place where bullying is not tolerated we will:

- continue to strive to uphold our school rule – ‘Be Kind’ and incorporate the school values in everyday life of the pupils
- continue to keep up to date with online bullying issues and support/awareness strategies so that they can be part of our curriculum in the future.
- annually review our training and procedures to handle all types of bullying, including race, religion, culture, special educational needs and disabilities, appearance or health conditions, online bullying, sexual orientation, young carers or looked after children, or otherwise linked to home circumstances and sexist or sexual bullying.
- continue to run an Anti-bullying Committee where pupils can review and come up with their own ideas frequently.

See also School Policies: **Anti-Bullying Policy, Behaviour Policy, Code of Conduct, Online Safety Policy**

See also Fulham Policies: **Behaviour Guidance**

This policy will be reviewed annually and/or when needed			
Created March 2007	By:	Annette Dobson, Head teacher and Paul Wild, Deputy Head	
Latest review: September 2019	By:	Paul Wild, Deputy Head & Lee Walters, Assistant Head	Changes made
Next Review September 2020	By:	Paul Wild, Deputy Head & Lee Walters, Assistant Head	