



## **Anti-Bullying Policy**

**THIS POLICY IS TO BE REVIEWED ANNUALLY**

**Chair of Governors**

**Signed**

A handwritten signature in dark ink, appearing to be "K. Smith", written over a light blue horizontal line.

This Policy has been shared with & reviewed by the School Council

## **EAST PRESTON INFANT SCHOOL ANTI BULLYING POLICY**

**At East Preston Infant School, we aim to:**

- encourage a calm, orderly and purposeful community which is conducive to individual progress and high standards of behaviour
- foster positive, caring attitudes towards everyone, where good behaviour is recognised, praised and actively encouraged
- encourage increasing independence and self-discipline so that each child learns to accept responsibility for his/her behaviour
- set clear boundaries for acceptable behaviour and raise awareness about inappropriate behaviour, to ensure safety and to combat bullying behaviour in school
- have a consistent approach to behaviour throughout the school with parental co-operation and involvement
- work with parents to encourage children to develop as fully as possible, socially, personally and academically
- help children, staff and parents have a sense of direction and feeling of a common purpose

Bullying affects everyone, not just the bullies and the victims. It affects those who watch bullying take place and friends and family of the bullies and the victims. Bullying is not and should never be an inevitable part of school life or a necessary part of growing up.

East Preston Infant School is a Rights Respecting School. All children, staff and visitors have the right to be healthy, safe, educated, listened to and treated fairly. These principles are at the heart of our school ethos, and our policies and practices support these rights. We are committed to equal rights, mutual respect and shared responsibility.

In this Policy we specifically recognise the following articles from the UN convention on the Rights of the Child:

Article 3 – The best interests of the child must be a top priority in all things that affect children.

Article 37 – No child shall be tortured or suffer other cruel treatment or punishment.

At East Preston Infant School, we believe that every child has the right to learn in a safe, caring and nurturing environment. Therefore, the School takes bullying very seriously.

No one person or group, whether student or staff, should have to accept bullying behaviour. Only when all issues of bullying are addressed will the students be best able to benefit from all the opportunities available at the school.

### **Objectives:**

- to educate everyone as to what bullying is
- to ensure that incidents are disclosed and dealt with quickly and appropriately by a responsible adult

## **Named person:**

A member of the Senior Leadership Team will be the designated Anti-Bullying Coordinator. Currently the named persons are the Headteacher and Deputy Headteacher.

## **What is bullying?**

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

The Antibullying Alliance define bullying as:

*“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.”*

There are four key elements in bullying. It is hurtful, repetitive, intentional and there is a power imbalance in the relationship.

## **What does bullying look like?**

Bullying takes many forms and can be face to face or online. The Antibullying Alliance state that bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

East Preston Infant School will accept none of the above behaviours from staff, parents or children.

## **Who is covered by this policy?**

- This policy covers all children at East Preston Infant School. It also covers the bullying of School staff (including volunteers) whether by children, parents or other members of staff.
- Members of the School workforce suffering from or concerned about bullying can also contact their trade union or professional association for support and advice.

## **Links into Other Policies:**

This policy covers topics which can also be found in the following policies and plans:

## Safeguarding & Child Protection

- Therapeutic Behaviour
- Attendance
- Disciplinary Policy for all staff
- Behaviour in the workplace
- PSHE/Citizenship
- Equality Duty
- Complaints Procedures
- Home/School Agreement
- SEND (Special Educational Needs and Disabilities)
- Computing Policy which includes Child and Staff Acceptable Use Policies and E-safety

## Proactive Strategies:

Staff and children recognise that children develop their social skills at different rates and that some children need more support to help them embed these skills. In order to support everyone, the children have created posters showing “How to be a Good Friend”. These are displayed around the school and alongside the Bullying 123.

Bullying is always dealt with as a serious matter. All forms of bullying are recorded and monitored. Children understand that this behaviour is not tolerated. To make it simple the children are taught: The 'Bullying 123' which is displayed around the school.

## The Bullying 123 (see page 6)

We have the right to be treated fairly and to be safe.

We say NO to bullying.

Remember: The Bullying 123

1 Bullying happens not once but again and again.

2 Bullying is deliberate not an accident.

3 Bullying is unfair - it happens when you haven't done anything wrong.

## Stop bullying – Your responsibility is to tell a grown up.

All staff at East Preston Infant School are aware of the importance of being pro-active in dealing with such incidents. The following strategies have been shared with all the staff.

- PSHE curriculum – promotion of diversity and how to deal with situations
- Ensure the playground is monitored at break-times - children are never allowed in the playground unsupervised
- Monitor the toilets, corridors and cloakrooms during break
- Be aware of children leaving the classroom during lessons
- Be watchful of all children, get to know them and be aware of any change in behaviour
- Active involvement in anti-bullying training
- School Council – all children have a voice
- Parents meetings and parents' evenings
- Information sent out to parents
- Assemblies – to address the theme of bullying at least once a term
- Posters – in classes and throughout the school to remind children about our 'Bullying 123'
- School website – to inform parents of strategies used in school
- Involvement in National Anti-Bullying initiatives eg Odd socks day

## **Reactive Strategies:**

- Clear procedures for reporting, recording and tackling bullying
- Immediate removal from the playground/classroom of any child involved in a serious incident
- Circle Time
- Support /mentoring programmes
- Parents will be informed

## **How to report bullying:**

- We aim to create an atmosphere where children feel that they will be listened to, sensitivity will be shown, and swift action taken
- We also aim to provide safety for the person being bullied and the person reporting a bullying incident. They will be kept aware of how the procedure is progressing and how their incident is being dealt with
- Parents need to report any incident of bullying directly to a member of staff to ascertain facts and if necessary, sanctions will be put in place

## **What do I do if I am being bullied?**

- Tell your Class teacher, Teaching & Learning Assistant or another adult in school
- They will then write an account or statement about the incident
- If appropriate, parents will then be informed of the situation
- The perpetrator's class teacher will be informed
- Depending on the severity of the incident the victim and the perpetrator might be brought together by the Class teacher and the incident talked through. If it is felt appropriate then sanctions will be used
- Once the incident has been dealt with the situation will be monitored to ensure the bullying has not resumed
- If the bullying is seen to be continuing then the process will begin again with stricter sanctions

## **Consequences:**

- **1st Incident - not severe** – Both parties called together, 'What happened conversation', parents informed by class teacher, mentoring and monitoring of situation
- **2nd Incident - quite serious** – Meeting with parents, class teacher and Year Lead for bully and letters of apology written by pupil, mentoring and monitoring of situation
- **3rd Incident - very serious** – Meeting with Deputy Headteacher and Headteacher, consider temporary suspension, involvement of outside agencies, letters home, mentoring and monitoring of the situation

## **What do I do if I witness bullying?**

If you are witness to a bullying incident, you have a responsibility to report it.

- Tell your Class teacher, Teaching & Learning Assistant or another teacher that you trust
- They will write an account or statement about the incident and follow the agreed actions detailed below

### **Action to be taken when bullying is suspected:**

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. Help and support will be given as is appropriate to both the victims and the bully if any degree of bullying is identified. We support the victims in the following ways:

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another adult if they choose.
- Informing the victims' parents/guardians.
- By offering continuing support when they feel they need it.

We also try to help the bullies in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the bullies' parents/guardians.
- We continue to work with the bullies in order to remove prejudiced attitudes as far as possible.

### **Advice for Parents of Child Who Is Bullying:**

If your child is bullying, they could be copying the behaviour of other people at home or at school; or perhaps they haven't learned better ways of mixing with their friends. Friends may be encouraging bullying, or your child may be going through a difficult time and acting out aggressive feelings.

To stop your child bullying:

- Explain to your child that what they are doing is unacceptable and making other children unhappy
- Show your child how they can join in without bullying
- See your child's teacher to talk about how you can work together to prevent your child bullying
- Check regularly with your child about how things are going at school
- Give your child lots of praise when they are co-operative and kind to other people

### **What do I do if I am a member of staff experiencing bullying?**

Bullying or intimidation either by other members of staff or by a parent is unacceptable.

- If the incident involves a parent, draw the situation to a close. Calmly and firmly say that you would like to involve a senior member of staff to help to resolve the issue
- Make a written record of any incidents of bullying behaviour
- Report it to a member of the Senior Leadership Team or to your Governor representative
- If necessary, report the incident to your union representative.
- Police may be called upon should an incident involving two parents or a parent and a member of staff be deemed necessary

## Parental Complaints Procedure:

If parents are unhappy at any time with how their child's incident is being dealt with or have concerns about their child's wellbeing at School, they should firstly contact their child's class teacher. If they still feel unsatisfied then the Head teacher or Deputy Headteacher should be contacted and a meeting should be arranged. (See Complaints Procedures)

## Recording:

All incidents of behaviour/bullying will be logged and kept on the school system (CPOMS).

## Monitoring:

- All incidents will be monitored by the Class Teacher, SLT (and SENDCo where any of the children involved have SEND).
- Staff will be made aware of any children whose behaviour is being monitored to ensure vigilance at play times/lunch times etc.

## Evaluating:

The Class Teacher and/or the Deputy Headteacher/Head teacher will evaluate the incident, as soon as possible, but within 1 day of being reported.

## Review of the Policy

The policy will be reviewed annually and the working group will include parents, Governors, staff, School Council and children.

