

Anti Bullying Policy



Rationale

A child's experience at school, their ability to enjoy, achieve, contribute and be healthy can be blighted by bullying. Being emotionally well is just as important as being physically fit. Emotional resilience can increase the capacity of a child to learn and forms a solid foundation for their future health. Village Infants is committed to ensuring that every pupil feels safe to learn and enjoy every aspect of their school day.

Definition

Bullying is: 'The intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have continuing harmful effects on the victim.'

Bullying can be:

- Emotional Tormenting, hiding property, being unfriendly
- Physical Pushing, kicking, or any use of violent contact
- Racist Racial taunts, graffiti, gestures
- Sexual Unwanted physical contact or abusive comments
- Homophobic Focusing on the issue of sexuality
- Verbal Name calling, teasing, spreading rumours
- Cyber Misuse of technology ...internet, phones, cameras etc

Aims.....Why is it important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has a right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying

Objectives of this Policy

- All, Governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All Governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises
- As a school we take bullying very seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Signs and Symptoms

- A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:
- Is frightened of walking to or from school
- Is unwilling to go to school
- Begins to truant
- Changes their usual routine
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Comes home with clothes torn or personal property damaged or things that 'go missing'
- Asks for money or starts stealing [to pay bully]
- Has unexplained cuts or bruises
- Becomes disruptive, aggressive or unreasonable
- Starts bullying other siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid or jumpy when a cyber message is received

These signs or symptoms could indicate other problems, but bullying should be considered a possibility and investigated

Responsibilities/Procedures

Lead Teacher [A member on the School Leadership Team] will co-ordinate an anti-bullying programme to include ongoing information sharing/training for Governors, all staff, parents and pupils. This person will be in charge of assessing needs and establishing priorities.

Every incident will be dealt with in a reasonable, proportionate and consistent way:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. All staff will allow all parties to speak and be listened to in order for any actions taken to be seen as fair and warranted
- A clear account of the incident will be recorded and given to the Headteacher or Deputy Head
- The above mentioned people will interview all concerned and report the incident
- Appropriate staff will be informed to monitor and safe guard the pupil involved. They will feed back to the lead teacher to ascertain that the bullying has stopped.
- In serious cases parents will be kept informed and asked to come to a meeting to discuss the problem
- If necessary and appropriate, the police will be consulted

Records of incidences will need the following information:

- Date, time and place
- The type and pattern of bullying behaviour

- Who reported it or witnessed it
- Who was involved and affected
- Why it is bullying
- Actions taken to resolve incident

Parents/carers

Parents/Carers who are concerned that their child might be being bullied, or who suspect that their child might be the perpetrator of bullying, should contact the school immediately. They will be contacted by the Headteacher or D. Head if their child is involved in a Bullying incident

Outcomes

- The bully [bullies] will be asked to genuinely apologise and agree a plan of reconciliation. This will be lead by the adult in charge [class teacher, TA, MDA] who will feedback to the lead teacher
- Other consequences/sanctions may be taken see Behaviour Policy
- If appropriate, time will be given to address issues either through responsive curriculum or whole school systems [assembly, circle time, school council]
- When appropriate the lead teacher will organise a social skills programme/small circle time possibly through multi-agency support, to ensure the bully fully understands the impact of their actions and prevent further incidences
- In very serious cases, suspension or exclusion may be considered

Data and monitoring

- All incidents will be recorded in line with Safe to Learn categories; and analysed to observe type and pattern of bullying behaviour to inform policy development. This will include information shared through pupil and parent questionnaires; class circle times; school council discussions;

Preventative Actions

- School ethos.. pupils know they will be listened to and that telling the truth is paramount
- Knowledge and awareness provided through curriculum opportunities [PHSE and SEAL....promoting empathy, conflict resolution, social responsibility and assertiveness]
- Pupil voice [circle time and school council]
- Drama and role play with a drama specialist
- Assemblies
- Improving the environment and playground resources
- School systems linked to behaviour Policy
- School Anti Bullying self review to ensure procedures are effective
- Staff development and training
- SEN Reviews ...opportunities for class teachers to discuss vulnerable children [children who might have low self-esteem, are different in appearance, speech, background or who are anxious or nervous]
- Availability of staff for parents to discuss concerns

This Policy will be reviewed as required or by legislature changes

Policies and documents to support Anti- Bullying Policy

- **Guidance on Safe Working Practices for the Protection of Staff and Children in Educational settings**
- **Behaviour policy**
- **Whistleblowing policy**
- **Positive Handling Policy**
- **Health and Safety policy**
- **Online Safety policy**
- **PHSE Policy**
- **SEND Policy**