



Anti-Bullying Policy

April 2016

Designated Lead: Mrs J Lovejoy (Headteacher)

STATEMENT OF INTENT

At Abbots Farm Infant School we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a secure atmosphere. Bullying of any kind is unacceptable in our school. We endeavour to promote good citizenship and make it clear that bullying is anti-social and contrary to our ethos. In order to do this it is vital that pupils, parents, staff and Governors are aware of what is considered unacceptable behaviour within our school, what procedures and strategies are in place to deal with incidents of bullying and how the methods intended to keep our pupils safe are monitored.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. No one person or group should have to accept this type of behaviour. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools. If bullying does occur, all pupils should be able to tell an adult and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening should talk to a member of staff immediately. We feel that it is important for pupils and parents to know that any bullying complaints will be dealt with firmly, fairly and promptly.

Throughout this policy the term 'parent' is used to mean a pupil's parent, carer or guardian.

Statutory duty of schools

The Education and Inspections Act 2006 states that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The Act also gives Headteachers the ability to ensure that pupils behave when not on school premises or under the lawful control of school staff. This can relate to bullying incidents occurring anywhere e.g. at local shops or cyber-bullying. The Equality Act 2010 provides for a Public Sector Equality Duty which requires public bodies, including schools, to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity
- Foster good relationships between people.

This policy has links to the following school policies and procedures:

- Behaviour Policy
- Safeguarding (Child Protection) Policy
- Complaints Procedure

Consultation

This policy is based on our School Behaviour Policy and the evaluation of information and evidence gained from pupils, parents and staff through questionnaires, discussions in class and in assemblies and from other sources of help such as the DFE publication "Prevention

and Tackling Bullying". It aims to outline the school's preventative strategies and procedures in cases of bullying. The effectiveness of this Policy and how the school could improve its monitoring of pupil behaviour is assessed through regular use of the SEAL questionnaire, parents' questionnaire, discussions and talks in school assemblies, the School Council, the School's suggestions box, the class worry box and contact with parents and governors.

Definition

We have chosen to adopt Warwickshire Anti-bullying Partnership's definition of bullying:

When a pupil's or group of pupil's behaviour, over a period of time, leaves someone feeling one or more of the following:

- Physical and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- 'Badly different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for yourself

It could be bullying, when a pupil, or group of pupils have been made aware of the effects of their behaviour on another pupil, and they continue to behave in the same manner, this **is** bullying.

Bullying can take different forms:

- Physical (hitting, kicking, grabbing an individual; taking or hiding another's property)
- Verbal (name-calling, teasing, use of threatening and extortion, racist remarks, homophobic remarks)
- Psychological (spreading rumours, excluding an individual from group play, refusing to talk to or even acknowledge an individual)
- Cyber bullying

It is important to understand that bullying is **not** the *odd occasion* of children falling out with friends or saying things because they are upset, or when the occasional trick or joke is played on someone.

SIGNS AND SYMPTOMS

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- Is frightened of walking to or from school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens running away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do less well in school work
- Comes home with clothes torn or books damaged

- Has possessions go 'missing'
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Children with Special Education Needs

Abbots Farm Infants School is an inclusive school. We provide a secure accepting, safe and stimulating environment where everyone is valued for who they are.

High attainers, gifted and talented pupils can also be affected by bullying. Staff will treat this type of bullying in the same way as any other type of bullying.

AIMS OF THE ANTI-BULLYING POLICY

- To create an environment in which children are not afraid to report incidents of bullying
- To maintain the warm and harmonious atmosphere that exists within the school.
- To create an atmosphere of care and security where all staff are always prepared to share a concern
- To stress that the whole school community acts together on this issue
- To respond quickly and effectively to all reported instances of bullying
- To reduce instances of bullying to a minimum
- To ensure parents are involved.
- Communicate clearly to children and parents the school's strong response
- To encourage pupils to treat everyone with respect

PRINCIPLES

- All allegations of bullying including racism and homophobic bullying will be carefully investigated
- Pupils, parents and staff will be encouraged to talk openly about the issue
- As part of the curriculum, greater understanding of bullying in all its forms will be developed
- Children will be taught strategies to help them deal with bullying situations which they may encounter
- Staff will respond calmly and consistently to allegations or incidents of bullying
- The school will protect and support all parties during school / extra curricular time and on school premises whilst issues are resolved.

WHOLE SCHOOL STRATEGIES TO MINIMISE BULLYING

- Each class agrees their own set of class rules
- Regular 'circle time' and classroom discussions deal with friendship and playtime issues.
- Children are read stories about bullying and being unkind
- Drama activities and role plays help children to be more assertive
- Co-operative behaviour is recognised and encouraged
- Social and Emotional Aspect of Learning (SEAL) are used in the PSHE curriculum to support the policy.
- The Taking Care Project is part of our curriculum and is taught twice a year in each year group
- Encouraging pupils to discuss 'What is Friendship' and how to form positive attitudes and how to get on with other people.
- Awareness is raised through anti-bullying assemblies which includes discussions about diversity
- Participate in anti-bullying week by using age appropriate resources
- A small group of friends (Playground friends) volunteer to help and support any pupil without a friend/experiencing difficulties
- Children are confident they will be listened to by Teachers, Teaching Assistants and Midday Supervisors, who are on playground duty
- Each class has a worry box
- E-Safety Ambassadors ensure that children know how to keep themselves safe online.
- Have whole school E-safety days
- The policy made known to all governors, staff, parents and pupils

PROCEDURES FOR REPORTING AND RESPONDING TO BULLYING INCIDENTS

All staff will respond calmly and consistently to all allegations and incidents of bullying including racism and homophobic bullying. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

- Class teacher or other member of staff informed
- Staff will make sure the victim is and feels safe
- Appropriate advice will be given to help the victim
- Staff will listen and speak to all children involved about the incident separately
- Staff will reinforce to the bully that their behaviour is unacceptable
- Informal discussion with the parents of the children involved
- Discussion of the situation with the Head Teacher or Deputy Head, who maybe involved immediately.
- The problem will be identified and possible solution suggested and an early resolution sought to discussing ways to help the children and the situation at the earliest opportunity
- The bully may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied (See Sanctions below)
- In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem

- Both bullied and bullying parents are informed that the situation is being monitored by the class teacher/s concerned
- If possible the pupils will be reconciled
- An attempt will be made and support given to help the bully understand and change his/her their behaviour
- Continuing support will be offered should the victim felt it is needed
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- All incidents are recorded in a behaviour log. However, where the incidents are repeated the Head Teacher will record them in a Bullying and Incident log and discusses the matter with the pupil and parent.
- Bullying incidents will be discussed regularly at staff meetings
- The Headteacher will report any incidents of bullying termly to governors

See Appendix A.

THE FOLLOWING SANCTIONS MAY BE USED

- Apologise to the victim verbally or through a 'sorry letter' clearly explaining what they are sorry for.
- The bully may experience lose of class privileges
- Lose playtimes (stay with class teacher, or do extra work)
- Sit outside the head teacher's office
- Spend playtimes and lunchtimes with an adult
- Exclusion as a response to bullying to be used as a last resort

All sanctions to be relative to the severity of the bullying and will take into consideration any repetition of the bullying.

RESPONSIBILITIES

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
 - Staff to support and uphold the policy
 - Parents/carers to support their children and work in partnership with the school
 - Pupils to abide by the policy.

The named Governor with lead responsibility for this policy is: Heidi Salisbury

The named member of staff with lead responsibility for this policy is: Jeanette Lovejoy

MONITORING & REVIEW, POLICY INTO PRACTICE

This policy was approved by the Governing Body on: September 2016

This policy will be monitored and reviewed on: September 2017

The Headteacher will report on a regular basis to the governing body on incidents of bullying and outcomes. The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied. Any issues identified will be incorporated into the school's action planning.

APPENDIX 1

WHAT CHILDREN CAN DO IF THEY ARE BEING BULLIED

- Be assertive – shout NO!
- Walk away confidently
- Don't fight back it may make things worse
- Go straight to a teacher or another adult in school and tell them. They will support you.
- Take a friend with you if you are scared to tell someone by yourself
- Teachers will take you seriously and will help to stop the bullying
- Don't blame yourself for what has happened.
- Don't keep quiet about it. Bullying is wrong.
- Be proud of who you are. Try not to show that you are upset.
- Stay with a group of friends.
- Tell your family

IF YOU KNOW SOMEONE IS BEING BULLIED

- Take action. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and alone.
- If you feel you cannot get involved, tell a grown up straight away. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be friends with a bully.

WHAT PARENTS CAN DO IF THEY BELIEVE THEIR CHILD IS BEING BULLIED

- It is important that you advise your child not to fight back. It can make matters worse.
- Make sure your child knows our policy on bullying and that they need not be afraid to ask for help.
- If you feel your child may be a victim of bullying behaviour, let the school know. Your concern will be taken seriously and appropriate action will follow.