

	<h2>Anti-Bullying Policy</h2>	
This policy was presented to the Full Governing Body: March 2022	Coordinator: Mrs. E. Ashcroft	
Head Teacher: <i>E. Ashcroft</i>	Recommended Review Date: Spring 2023	

All information that is collected and stored relating to this policy is subject to the school's Data Protection Policy.

This Anti bullying Policy is to be read in conjunction with the school Behaviour Policy

Introduction

At South End Infant School we are fully committed to the protection of children in our care and we will not tolerate bullying behaviour. We strongly believe that children have the right to be educated in an atmosphere that is free from fear. We aim to create a partnership between home and our setting, working together to overcome difficulties. In doing so, we strive to make our school environment a safe, friendly and inclusive place. We always begin the school year by revisiting our school rules that are positively phrased and underpin every aspect of school life. To complement our rules, our RHSE and online safety teaching helps us to prepare children for the complexities of the world in which live. We aim through our teaching to empower children to recognise bullying behaviour and to act in a controlled manner in order to deal with their problems.

Aims and Objectives

- Clarify for all members of the school community the definition of bullying behaviour.
- Stress that bullying behaviour is never acceptable in any form.
- To avoid complacency and accept that 'it COULD happen here' to both children and adults
- To enable all children and adults to feel confident that incidents will be dealt with promptly and effectively in accordance to this policy
- Produce a consistent school response to any bullying incidents that may occur

All children and young people have the right to be protected from physical, emotional and mental violence; a right enshrined in the United Nations Convention on the Rights of the Child. Children also have the right to learn, live, travel and play in a safe environment where they can thrive and achieve their full potential.

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a happy, safe, caring and stimulating environment. Our school values are RESPECT, RESPONSIBILITY COMPASSION, COURAGE and INTEGRITY which we reinforce all the time. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school community have the

responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

Within South End Infant School we want:

- All children to feel safe to learn, play and enjoy the company of others.
- All children and adults to be treated fairly, with respect and dignity.
- All adults to feel happy and safe in the workplace.
- Everyone to listen carefully to what children and adults have to say and treat all accounts with due seriousness.

The school will set about doing this the following ways:

The school will meet the legal requirements for all schools to have an anti-bullying policy in place. The school will work closely with other professional agencies to ensure that children stay safe as stated in Keeping Children Safe in Education 2021.

All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is. All governors, teaching and non-teaching staff, pupils and parents/guardians will know what the school policy is on bullying.

Pupils and parents/guardians will be assured that they will be supported when bullying is reported. Whole school initiatives (staff training, celebration assemblies etc) and pro-active teaching strategies (RHSE lessons, Circle time etc) will be used throughout the school to reduce opportunities for bullying to occur.

A positive, caring ethos will be created within the school environment where everyone can work and express themselves free from fear of being bullied.

What is Bullying behaviour?

Anti-Bullying Alliance Definition:

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

This policy covers the following forms of bullying behaviour; racial, religious, cultural, appearance or health conditions, related to home circumstances, sexual orientation and sexist. All school staff are covered by this policy including bullying behaviour by pupils, parents or other staff.

Examples of bullying behaviour are;

- name calling or teasing (in person or online)
- threats or extortion (in person or online)
- physical violence
- spreading malicious rumours (in person or online)
- causing damage to others property
- deliberate and persistent exclusion of another person from group activities

Bullying is a blight on the lives of our children which inhibits full participation in education and learning, cultural, social and leisure activities. Whatever the reason, bullying is never acceptable and will not be tolerated in South End Infant School.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose.

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships

Signs and Symptoms of Bullying

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

- Is frightened of walking to or from school.
- Becomes withdrawn, anxious or lacking in confidence.
- Feels ill in the morning.
- Begins to underperform in school work.
- Has possessions go 'missing'.
- Asks for money or starts stealing money (to pay the bully).
- Is frightened to say what's wrong.

This is not a definitive list but suggests some of the signs and symptoms. 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.

Peer on Peer Abuse

Staff recognise that children are capable of abusing their peers and / or developing patterns and habits of behaviours that predispose them to this behaviour in the future. Procedures are in place to minimise the risk of peer on peer abuse and sets out how allegations of peer on peer abuse will be investigated and dealt with. Peer abuse can take many different forms but it is clear that that abuse is abuse and is never be tolerated or passed off as "banter" or "part of growing up" at South End Infant School.

If one child or young person causes harm to another, this is not necessarily dealt with as abuse. When considering whether behaviour is abusive, we will consider:

- Whether there is a large difference in power (for example age, size, ability, development) between the young people concerned; or
- Whether the perpetrator has repeatedly tried to harm one or more other children; or
- Whether there are concerns about the intention of the alleged perpetrator.

We know that peer on peer abuse can manifest itself in many ways and different gender issues can be prevalent. Severe harm may be caused to children by abusive and bullying behaviour of

other children, which may be physical, sexual or emotional and can include gender based violence/sexual assaults, sexting, domestic abuse, peer-on-peer exploitation, serious youth violence, sexual bullying or harmful sexual behaviour.

In order to minimise the risk of peer on peer abuse our school:

- Teaches a curriculum and has a programme of assemblies which develop pupils' understanding of acceptable behaviour and keeping themselves safe.
- Has systems in place for any child to raise concerns with staff, knowing that they will be listened to, believed and valued.
- Puts in place robust risk assessments where appropriate.
- Has other relevant policies in place (Behaviour; Safeguarding; Adult Code of Conduct; ESafety etc).

Prevention

To prevent bullying behaviour we aim to;

- emphasise to children what behaviour is acceptable
- raise awareness of bullying behaviour, whilst recognising what is **not** bullying behaviour, through anti-bullying activities arranged by the School Council
- teach children how to talk about their problems
- empower children to solve some of their own problems: but to recognise when problems become too big for them to handle
- teach children how to get help and advice from the adults around them
- empower bystanders to intervene appropriately and report bullying behaviour
- demonstrate to children how we **successfully** deal with problems
- promote inclusiveness and empathy towards other cultures, life styles and experiences, through the curriculum
- demonstrate that if bullying behaviour within society is ignored it escalates
- deal with problems sensitively
- ensure that children are aware of our Friendship Bench, Playtime Pals and School Councillors
- have regular training for lunchtime supervisors and updating of resources for playtime
- have regular training for staff on anti-bullying
- send home a child friendly Anti Bullying leaflet with all children, which we encourage parents or carers to read with them at home.

In addition, staff need to feel safe in order to help make the children feel safe. Staff are aware of procedures to follow in such an instance or they can contact their union for advice and support; they know the Whistle Blowing Policy and the Local Authority policies on equality.

Dealing with cases of bullying behaviour (supporting the victim/s)

It is essential that problems are resolved quickly before any serious damage is done to the personal development or education of those involved. Children, parents and staff are regularly made aware of the necessity to report incidents of bullying behaviour to a member of staff as soon as possible.

All members of staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They report incidents that happen in their class and that they are aware of in the school to the Headteacher or senior staff.

If bullying behaviour is reported to any member of staff, that staff member will find a quiet place to talk and;

- listen and continue to listen at all stages. This will reassure the victim that they have done the right thing by speaking up.
- inform Headteacher or Deputy Headteacher who will continue with the procedure as appropriate.
- discuss problem solving strategies.
- if the victim is a child, inform parents or carers so that we can work in partnership.
- inform other adults who work with the child (with the child's consent).
- provide continued support.

Dealing with cases of bullying behaviour (perpetrator/s)

Before taking any action we will hear both sides and assess the nature of the problem, keep an open mind and not jump to any conclusion. If after this we believe bullying behaviour has in fact taken place we will take action. Whatever the decision we will monitor the situation carefully and sensitively.

Each case of bullying behaviour tends to be unique. Therefore, depending upon the offence and the circumstances we will;

- counsel the perpetrator about the event and talk about how to move forward with the correct behaviour
- look at the motivation of the 'bully'
- ensure that the perpetrators are aware of why their behaviour is causing distress
- follow the Behaviour Policy if the perpetrator is a child
- if the perpetrator is a member of staff then the Complaints and Grievance Policies will be followed.
- if the perpetrator is a parent, the Headteacher or Deputy Headteacher will arrange a meeting with them.
- monitor future behaviour.

In severe or repeated situations where the perpetrator is a child we will consult with the Governing Body to discuss the possibility of a fixed term exclusion. The Head Teacher or Deputy Head Teacher will monitor any instances of exclusion and will share with parents their legal right of appeal against such a decision.

Incidents of bullying are recorded on My Concern under the categories:

- Bullying
- Cyber Bullying
- Homophobic

- Peer-on-Peer Abuse
- Racism

Significant behaviour and racist incidents also need to be recorded on SIMS

Parents/Carers

We ask that parents and carers support our school rules. These are in our prospectus and displayed in each classroom. Each September we reintroduce these rules and then continue to reflect on these throughout the school year.

To help us to support the children in our care, we ask that parents and carers quickly bring to our attention problems that their children have shared with them at home. If the class teachers know about worries early on, often problems can be resolved before they escalate. If problems do continue to develop beyond this initial meeting, or are of a serious nature initially, we will immediately involve a senior member of staff.

Sometimes children will not share their worries, but parents or carers know their children so well that they can sense something is wrong. If this is the case we ask that parents come and talk to us and together we may be able to find out what the problem is without interrogating or putting the child under any further pressure.

If parents or carers were ever unhappy about how we deal with a problem we would ask them to make an appointment to talk with the class teacher or a senior member of staff who will respond to any concerns.

Confidentiality

Although we take confidentiality very seriously, we can never promise to keep all of the things that the children share with us private. If at any stage we were concerned about child protection, we would follow the school's agreed procedures.

Recording of incidents

All incidents are recorded on the South End Infant School recording form, copies of which are on the staff shared Google Drive. Completed forms are then passed to the Headteacher, who will follow up an incident to ensure a complete result agreed by all parties involved. In this way both perpetrators and victims may be identified and tracked.

The Senior Leadership Team and governors have responsibility for analysing patterns. Class teachers have access to the file and may use this information to track pupils in their class; to raise issues in staff meetings or with parents (at formal consultations e.g. parents' evenings or on an 'at need' basis); to identify aspects on which to educate pupils through direct teaching, class or school councils. Incidents are reported electronically to the local Authority on a monthly basis.

Race Equality/Inclusion Statement

The policies, system and practices at South end Infant School set out to promote community cohesion and to provide a high quality educational experience for all children.

At south End Infant School we do not tolerate any form of racism, bullying or harassment. Staff aim to maximise the potential of all our pupils through:

- Setting suitable learning challenges.
- Responding to children’s diverse needs.
- Overcoming potential barriers to learning.

We recognise that it is the responsibility of the entire school community to seek to provide equality of opportunity for all our children regardless of culture, language, religion, ethnicity, ability, disability, gender, sexuality or social circumstance.

Monitoring and review of the policy

This policy is monitored by the Headteacher, who reports to Governors about the effectiveness of the policy on request.

Note: If parents feel that occasions of bullying are not being dealt with correctly then the complaints procedure policy will need to be followed. Forms are available from the school office.

Related Documents

- Behaviour Policy
- Inclusion and SEN Policy
- Adult Code of Conduct
- Teaching and Learning Policy
- Curriculum Plans
- Acceptable Use Policy
- Safeguarding and Child Protection Policy
- Equal Opportunities Policy

Useful Information/Further Support

Anti-Bullying from the Diana Award	https://diana-award.org.uk/anti-bullying/
Anti-bullying Alliance	https://anti-bullyingalliance.org.uk/
Childline (0800 1111)	https://www.childline.org.uk/
NSPCC	NSPCC
National Bullying Helpline (for workplaces)	https://www.nationalbullyinghelpline.co.uk/
Unison	https://www.unison.org.uk/
NEU (formally NUT & ATL)	https://neu.org.uk/
NASUWT	https://www.nasuwat.org.uk/
NAHT	https://naht.org.uk/