

		<h2>Anti-Bullying Policy</h2>	
This policy was presented to the Full Governing Body: 7 <sup>th</sup> March 2019		Coordinator: Mrs. S Ireton	
Head Teacher: <i>A. Jaker</i>		Review Date: Spring 2020	

**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 these other policies:

- PSHE and Citizenship Policy
- Relationships and Sex Education Policy
- Drugs Education Policy
- Behaviour Policy
- Safeguarding Policy
- E-Safety Policy
- Whistle Blowing 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 PSHE 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.
- Produce a consistent school response to any bullying incidents that may occur.

**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

### **Hate Crime and Incidents**

The information given in this policy also covers occurrence of Hate Crime or Hate Incidents.

#### *Hate Crime Definition*

Any incident that constitutes a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate. Examples of hate crimes include assault or attempted assault with or without a weapon and sexual assault.

#### *Hate Incident Definition*

Any incident that may or may not constitute a criminal offence, which is perceived by the victim or any other person as being motivated by prejudice or hate. Examples of hate incidents include graffiti or verbal abuse

### **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
- 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.

### **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.

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.
- record the incident on the South End Infant School recording form from the Anti-Bullying co-ordinator / Deputy Head Teacher.
- 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.

### **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 held in the Anti-Bullying folder in the staff room. Completed forms are then passed to the Anti-Bullying co-ordinator / Deputy Head Teacher, who will follow up an incident to ensure a complete result agreed by all parties involved.

Anti-Bullying co-ordinator / Deputy Head Teacher monitors and analyses the data collected with regard to gender, age and ethnic background of all children involved in bullying incidents. Incidents are reported electronically to the local Authority on a monthly basis.

### **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.