

ANTI-BULLYING POLICY FOR HOLMESDALE INFANT SCHOOL



ANTI-BULLYING POLICY

Statement of Intent

We are committed to providing a warm, caring, friendly and safe environment for all of our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. Bullying harms. No-one deserves to be a victim of bullying. Everyone in school including all staff and children has the right to be treated with respect and people who are bullying others need to learn different ways of behaving. If bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with all related policies eg, Safeguarding, Behaviour equality and diversity, PSHE, Safe internet use, Health and safety and Stress and well being. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell any member of staff or the Headteacher. The Headteacher has overall responsibility for the policy and its implementation and liaising with the governing body, parents / carers, LA and outside agencies. Ms E O'Donnell will also be the Anti-bullying Co-ordinator.

This policy was formulated in consultation with the whole school community with input from staff, governors, parents / carers, children and young people. Holmesdale has achieved the STOP anti-bullying Award for Derbyshire.

Aims of the policy:

To try to prevent and deal with any behaviour deemed as bullying.

Objectives of this Policy

- To meet the legal requirement for all schools to have an anti-bullying policy in place
- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and 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 seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- All within the school community understand that bullying will not be tolerated.

Definition of Bullying

Bullying is action taken by one or more people with the deliberate intention of harming another person, either physically or emotionally. It is repeated over a period of time. Bullying results in worry, fear, pain and distress to the victim

Forms of bullying:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures) ridicule and humiliation
- Physical pushing, kicking, hitting, punching or any use of violence, damage to belongings, taking someone's things

- Racist / Belief racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic / Gender because of, or focussing on the issue of sexuality or gender (trans)
- Verbal name-calling, sarcasm, spreading rumours, teasing, rude remarks
- Online/Cyber All areas of internet, such as email, text messaging and online social media platforms or gaming. Misuse of associated technology, i.e. camera & video facilities
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability, religious beliefs or special educational needs

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders'.

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. We teach children about this.

Bullying is:

If it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns and the odd name calling. We all have to learn how to deal with these situations and develop problem solving and social skills to repair relationships.

Signs and Symptoms:

There may be signs or behaviour that a child is being bullied. These may be evident at home or at school or in both locations. Any adult who notices such signs or symptoms should investigate further and take action if necessary. They may include:

At home –

- Fear of going to or from school
- Unwillingness to go to school
- Asking to move school
- Feigned illness or an increase in complaints about feeling unwell
- Arrives home feeling very hungry (because lunch has been taken)
- Crying at bedtime or disturbed sleep (including nightmares)
- Arrives home with damaged clothes or property (e.g. torn books)
- Possessions 'go missing'
- Asks for money or steals money
- Is afraid or reluctant to use the internet or mobile phone
- Is nervous or secretive when a text or e-mail is received.

At school –

- Deterioration of work
- Looks for excuses to stay in school instead of going out with other children
- Misses school.

In both locations –

- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, disruptive or unreasonable
- Begins to stammer
- Unexplained cuts or bruises
- Bullies other children or siblings
- Changes his or her eating pattern
- Gives improbable excuses for his or her behaviour or to account for any of the above
- Is reluctant to talk about any of the above.

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

Procedures for Parents

In all incidents:

Never ignore what is happening. Do not make premature assumptions. It is easy to focus too much on the punishment of others if your child is being bullied, or to become too defensive if your child is bullying. Usually targets of bullying **just want it to stop**. Therefore work with the school to adopt a problem solving approach which gets bullying to stop and proper relationships to be restored.

If your child is being bullied

- If your child tells you they are being bullied, listen carefully to what they say.
- Make a note of what your child says, with as much detail as possible. (Tip: don't ask leading questions – your child might say what they think you want to hear).
- Reassure your child that they were right to tell. Praise them for their bravery. Build their self-image as much as possible. Make sure they are not blaming themselves.
- Explain that any more incidents should be reported to their class teacher immediately.
- Make an appointment to see your child's teacher.
- Explain to the teacher the problems your child is experiencing.

When talking to the teacher

- *Try to stay calm.* Your child's teacher may not know that your child is being bullied or may have heard conflicting accounts.
- *Be as specific as possible* about what your child says has happened (dates, places and names).
- *Make a note* of what action the school intends to take.
- *Ask if there is anything you can do* to help your child or the school.

- *Stay in touch* – let the teacher know if things improve, stay the same or deteriorate.

If your child is bullying others

- They may not realise what they are doing, or the effect it is having.
- They may be copying other people, e.g. older brothers, sisters or friends.
- They may be having difficulties they find it hard to deal with.
- *Talk to your child, explaining that bullying is unacceptable and makes other unhappy.*
- Keep checking that the bullying is not recurring.
- Give your child plenty of encouragement when they are co-operative or kind to others.

If bullying persists or you think your concerns are not being addressed:

- Talk to the Headteacher
- If still not satisfied contact the chair of governors (Information from school office)

The role of staff:

- Never ignore suspected bullying
- Do not make premature assumptions
- Listen carefully to all accounts
- Adopt a problem solving approach that moves pupils on from justifying themselves
- Follow up repeatedly, check that the bullying has not resumed
- Report back to parents regularly and inform them of actions

The role of Governors:

- The governing body will support the Headteacher in all attempts to eliminate bullying from the school. They will ensure that all incidents of bullying are taken very seriously and dealt with appropriately.
- The governing body will monitor incidents of bullying and review the effectiveness of the policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and report to them any incidents of repeated bullying.
- The nominated Governor with the responsibility for Anti-bullying (behaviour) is Eileen Charlton.

What pupils should do:

If you are being bullied:

- Try to keep calm and look as confident as you can
- Be firm and clear and **tell them to stop**
- Get away from the situation as quickly as possible
- Tell someone – a friend, a teacher, a dinner lady, your mum and dad
- Keep telling until something is done about it
- If you see or hear of someone being bullied you should tell someone about it

- Make sure you tell the truth calmly and clearly, never make things up or leave things out

What Will the School Do?

We take all instances of bullying very seriously –

- Action will be taken in all reported or observed instances
- Incidents are recorded on the Meeting Parents sheets and logged on the behaviour reporting system
- Both the victim and the bully will be made aware of the action taken
- Parents will be informed
- Persistent bullies will be closely monitored and supervised and sanctions may be put in place.
- Where appropriate the bully and the victim will be supported to facilitate a reconciliation
- If appropriate, the victim and the bully will receive support
- If appropriate, outside agencies will be involved, usually for persistent bullies.

What is Expected Behaviour for Children?

- Caring – we take care of our own and other people's property
- Kindness – we take care of each other by being friendly
- Manners – we listen and are polite to each other
- Safety – we move round school quietly and sensibly
- Punctuality – we always try to be ready and on time
- Schoolwork – we work hard and try our best in whatever we do.

Prevention

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive inclusive learning environment. We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- Writing a set of school rules
- Signing a behaviour contract between home and school
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying and why it matters (P4C / PHSE)
- Each class agrees their own set of rules
- Take part in anti-bullying week
- Whole school PHSE scheme-PSHE Matters and Circle time
- Implementation of the positive play programme
- Introduce playground improvements and initiatives
- Provide training for Midday supervisors in positive play times
- Praise and rewards to reinforce good behaviour
- Involvement in healthy schools

- Encourage the whole school community to model appropriate behaviour towards each other

HELP ORGANISATIONS:

Ace Education Advice	0808 800 5793
Children's Legal Centre	0808 802 0008
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 120 5204
Family Lives	0808 800 2222
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Links with other policies:

Behaviour Policy (and booklet for parents)
Child Protection Policy
Acceptable Use Policy (Cyber bullying)
Equalities Policy
Complaints Policy
Confidentiality Policy
Playground behaviour Policy
Child-friendly Anti-bullying policy

Evaluating the policy:

This policy will be available to parents and the community on the school website and reviewed every 2 years.

Parents/carers will be consulted on the effectiveness of the policy through the annual parent questionnaire. Children will be consulted through the School council questionnaire.

Policy adopted: September 2011

Reviewed: January 2013, October 2015, November 2017

Reviewed & amended April 2020

To be reviewed: September 2024



Anti-bullying Policy

Written / first adopted: September 2011

Policy Review History		
Date Policy Reviewed / approved by Governors	Policy updated? Yes / No <small>[see notes below]</small>	Signed
January 2013,	No	
October 2015	No	
November 2017	No	
Reviewed & amended April 2020	Yes Added information about signs and symptoms, amended sanctions	
Reviewed & amended September 2022		

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