

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.

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 racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing, rude remarks
- Online/Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
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'.

Other forms of aggressive behaviour:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or the occasional trick or joke. Children and adults may fall out or say unpleasant things because they are upset. It is an important part of children's development to learn how to deal with friendship breakdowns and differences of opinion. We all have to learn how to deal with difficult situations and develop social skills to repair relationships.

Reporting and responding to Bullying:

Schools have a responsibility to respond promptly and effectively to issues of bullying. All staff will respond calmly and consistently to all allegations and incidents of bullying. All staff will take bullying seriously and allow all those involved the opportunity to be heard. Staff will protect and support all children involved (those who are the victims of bullying or are bystanders) whilst allegations and incidents are investigated and resolved.

Step by step procedure:

1. Report all bullying allegations and incidents to any member of staff
2. Staff will make sure the victim(s) is alright and feels safe
3. Appropriate advice will be given to help the victim(s)
4. Staff will listen and speak to all children involved about the incident separately
5. The problem will be identified and possible solutions suggested
6. Appropriate action will be taken quickly to end the bullying or threats of bullying behaviour
7. Staff will reinforce to the bully that their behaviour is unacceptable
8. If possible the pupils will be reconciled
9. Consequences may take place or appropriate sanctions applied
10. Support will be given in an attempt to help the bully(ies) understand and change their behaviour
11. Incidents will be recorded and reports kept
12. In serious cases parents will be informed and invited to discuss the problem

13. After bullying has been investigated and dealt with a monitoring process will take place to ensure it is not repeated
14. If necessary the police will be consulted
15. Bullying incidents will be discussed regularly at staff meetings

The following sanctions may be used:

- Apologies to the victim(s) verbally or in writing
- Loss of privileges
- Miss playtimes
- Parents invited into school
- Be removed from class and work in isolation
- Lunchtime exclusion
- Fixed term exclusion
- Permanent exclusion

Role of parents/carers:

Parents/carers have an important part to play in our anti-bullying policy we ask parents to look out for any unusual behaviour.

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:

- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs 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 books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (lunch has been stolen)
- 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
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

- Inform school immediately
- Do not approach the alleged bully or involve an older child to deal with the alleged bully
- Advise your child not to fight back it can make matters worse
- Tell your child it is not their fault that they are being bullied
- Reinforce the schools policy and make sure your child is not afraid to ask for help
- Discuss the issues with your child and inform school

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 Jackie Crookes.

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

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)
- Participate in the Derbyshire ABC commitment
- Each class agrees their own set of rules
- Take part in anti-bullying week
- Whole school approach to SEAL 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
 Safeguarding Policy
 Acceptable Use Policy (Cyber bullying)
 Equalities Policy
 Complaints Policy
 Confidentiality 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 at the Orange and chocolate biscuit club.

Policy adopted: September 2011

Reviewed: January 2013 (in accordance with DCC guidance)

To be reviewed: January 2015