



**Infant and Junior School and Camp Education**

# Anti-Bullying Policy

***We believe that it is every child's right to be safe and to feel safe.  
We take bullying very seriously.***

This policy document is to help ensure that children in our school feel safe and secure. It provides a co-ordinating framework for developing understanding and skills as part of a whole school approach and a framework for responding to incidents.

Bullying is something that takes place in all groups and all level of society. Incidents that go on undetected can have a serious affect on a child's personal and social development and health and well-being.

### **What is Bullying?**

*Bullying can be described as the systematic abuse of power which is:*

- Deliberately hurtful
- Repeated and often over a period of time
- Difficult for victims to defend themselves

**Physical** – hitting, kicking, taking belongings

**Verbal** - name calling, insults, racist, sexist or homophobic comments

**Indirect** - spreading nasty stories and rumours, excluding and isolating, gestures and signs, sending malicious e-mails or text messages, threatening others to act in a particular way

### **What we do to prevent bullying**

#### **Teaching and learning**

- The school will implement a planned teaching and learning programme to develop understandings and skills to support positive relationships and to engage with a supportive network.

#### **Whole school approaches**

- The school will provide consistent approaches underpinned by our school values; resilience, respect, confidence, self-control, perseverance, honesty, friendship, tolerance, self-belief, responsibility, happiness, teamwork.
- The school will promote the policy to all the school community such as parents and carers through newsletters, induction meetings and via the school website, to pupils through assemblies and PSHCE lessons.
- Staff will model good practice showing respect, empathy and kindness.
- The school will display posters and information leaflets showing help line numbers and support for individual pupils.

Adopted: November 2013

Revised: September 2020

Review Date: November 2021

- The school will provide ease of access to the school pastoral system and external confidential services.
- Staff will have training related to both awareness, teaching and learning and response to incidents.
- There will be regular monitoring of the playground.

## **What to do when bullying occurs**

A bullying incident is one where any person involved believes it is bullying even though this may not fit a definition such as the one above.

### **Procedures**

1. If a person becomes aware of a bullying incident, it should be reported and recorded. Any young person who is suffering should be supported and the incident should be investigated. The named person to report incidents to is the Principal or Deputy Principal.
2. Act immediately to support the child with any health and medical requirements.
3. The incident will then be recorded and information gathered and collated objectively and contemporaneously.
4. In most cases, the child's carers will be informed. (On rare occasions this may not be in the best interest of the child's welfare such as the child may suffer physical harm from carers.) Each case will be dealt with on an individual basis.
5. If significant harm is a concern we will act using the Child Protection system.
6. Other people with overviews or information should be made aware of the incident. This should be done on a need to know basis.

## **Support, Mediation and Sanctions**

### **Our response will consist of:**

- Valuing the self-esteem of all involved
- Safeguarding the health and well-being of all pupils
- Involving children in decision making processes
- Restorative intervention work with the bully and the victim
- Sanctions or loss of privileges if deemed appropriate
- Support from the police if necessary

An incident may highlight a number of issues, which require the involvement of the school's Child Protection Designated Person. They will be kept informed.

## **External support**

We will use external support services such as Social Services, mental health staff and the school nurse as appropriate.

The school will seek/provide support for more vulnerable children who are seriously affected by incidents such as a refusal to attend school or showing other signs of distress.

Continual bullying with violence happening both in and out of school may well require the intervention of the police. In this case we will contact the local community police officer for advice.

## **Involving Parents/Carers**

Informing parents/carers can be difficult as the language and imagery behind the term bullying and the bullied is very emotive.

### **Meeting parents/carers**

We will:

- Identify the quickest and least threatening way of contacting the parents/carers
- Clarify the purpose of the meeting and if appropriate the involvement of other services
- Challenge the unacceptable behaviours and seek a way forward to prevent such behaviour occurring again
- Provide and seek positive support

The outcomes of the meeting will need to be clarified and recorded on SIMS.

## **Sanctions**

Will include

- Sanctions appropriate with the school's Behaviour Policy (see behaviour policy).
- Restorative approaches to allow individuals to discuss their feelings and identify solutions.
- Regular contact with parents/carers
- Removal of privileges such as Playground Leader, School Council role, House Captain role or exclusion from school trips
- Exclusion