

SLADEFIELD INFANT SCHOOL

Anti - Bullying Policy

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Anti - Bullying Policy

September 2016

Everyone at Sladefield School has the right to feel welcome, secure, happy, valued and respected. Bullying of any sort prevents this being able to happen. Together as a school community we must make sure that we have a fair and positive approach to behaviour, which encourages everyone to be kind, respectful and tolerant towards others.

Staff at Sladefield fully recognise their responsibilities in terms of equality issues in relation to gender, age, race, disability, religion or belief, sexual orientation and gender reassignment, including in relation to this policy. Sladefield is firmly committed to equality and diversity, and when carrying out our functions, we shall have due regard to the need to eliminate unlawful discrimination and harassment; to promote equality of opportunity.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the people concerned to defend themselves. Bullying can be carried out by an individual or a group. Where there is bullying there is always a victim. This can take the form of name calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant rumours about someone.

It is important that the staff, parents and children know the difference between bullying and simply 'falling out'.

Bullying is NOT

- Rough /aggressive play.
- Play fighting.
- Falling out.
- Disagreement.
- Isolated aggressive incidents.
- Clash of personalities/dislike for someone.

However these things can lead to bullying if they go on for a while.

Cyber bullying

This can be defined as the use of Information and communications Technology, particularly mobile phones and the internet to deliberately to upset someone else. It can be an extension of face to face bullying, with technology providing the bully with another route to harass their target.

(See E-safety Policy)

When incidents occur the following steps will be followed

1. Evidence is presented to HT or DHT
2. The parents of all children involved are informed.
3. HT/DHT speaks to the victim and the perpetrator. Key messages are reinforced.
4. Class teacher further reinforces key messages
5. Referral to learning mentor if necessary
6. Continued monitoring form class teacher

Aims and Objectives

- Create a welcoming, safe and caring environment where welfare is paramount and children feel confident to speak openly.
- Develop respect and understanding for people's opinions, views and beliefs.
- Develop a clear understanding of right and wrong.
- Prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- Educate everyone as to what bullying is.
- Develop our children's emotional literacy to enable them to communicate worries and concerns effectively.
- Ensure that incidents are disclosed and dealt with quickly and appropriately by a responsible adult.

The Role of the Governing Body

The Governing body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occurs and reviews the effectiveness of this policy. The Governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to Governors on request about the effectiveness of school anti bullying strategies.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the Governing Body about the effectiveness of the policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it unacceptable behaviour in this school

The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely.

How the school will try and prevent bullying

- Ensure that the anti- bullying message is planned into assemblies, circle time activities, stories and displays.
- Ensure that the children know what bullying is and how they can stop it.
- Involve parents.
- Report incidents of repeated /serious cases of bullying to the Governing Body.

How will the school help children deal with bullying

- Ensure that the person being bullied is confident that they will be supported and the problem be dealt with.
- Help the children understand what bullying is.
- Provide children with strategies for dealing with bullies.
- Ensure that the children know where they can get help from if they are being bullied.
- Encourage the children to look out for and report anyone they think may be being bullied.

What can parents do?

If your child is being bullied:

- Ensure your child has told someone at school about the problem.
- Reassure the child that you trust the school to sort out the problem.
- Talk calmly with your child about the problem.
- Make an appointment to see the class teacher if the problem continues.

If your child is bullying

- Explain bullying makes other people unhappy.
- Show your child how to play with others without hurting or upsetting them.
- Discourage other family members from bullying or aggressive behaviour.
- Check regularly with them to see how things are at school.
- Praise co-operative or kind behaviour.

What will the school do if bullying is reported?

- Rely on the parents to reassure their child that school will sort out the problem.
- Bullying incidents should be reported to the class teacher. The information will then be passed to the Behaviour Co-ordinator.
- An investigation will be carried out, initially by the class teacher, to find out if 'bullying' has taken place or if the incident is of a different nature.
- The action taken will be aimed at making sure the bully does not continue bullying and the bullied person feels better not worse.
- If a parent is reporting the concern they will be contacted and told the outcome of the investigation and any action which has been taken.
- The class teacher will continue to monitor the situation to ensure the bullying has stopped.
- Where serious and persistent bullying has taken place the parents of both parties will be informed and invited into school to discuss the incident.
- A record of any reports of bullying will be kept by the behaviour Co-ordinator. Incidents of proven bullying will be reported to the Head Teacher.
- Incidents of persistent and serious bullying will be reported to the Governing Body.

Monitoring and review

This policy is monitored on a day to day basis by the Head Teacher, who reports to governors about the effectiveness of the policy on request.

Review September 2018