



ANTI-BULLYING POLICY

Policy rationale:

This policy outlines what Thorpe Acre Infant School will do to prevent and tackle bullying. We are committed to providing a caring, friendly and safe environment. All members of our school community deserve to feel valued, equal and be able to come to school without fear.

Bullying can have a serious effect on a pupil's self-esteem, emotional well-being and mental health. It prevents children from developing their full potential, in turn, impacting upon their life chances. We are committed to developing an anti-bullying culture whereby no bullying, including bullying between adults or adults and children, will be tolerated.

What Is Bullying?

Bullying can happen to anyone. It can be defined as:

'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'. (DfE "Preventing and Tackling Bullying", October 2014)

Bullying is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences. It can take the form of:

- physical (hitting, kicking, hiding or theft of belongings);
- verbal (name calling, insults, threatening language, offensive remarks);
- indirect (spreading rumours, excluding someone from social groups, defacing property);
- Cyber-bullying (offensive or abusive messages, including text, e'mail)

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are *bullying* need to learn different ways of behaving.

As a 'listening and telling' school, we are committed to the creation of positive and safe learning environments for all. *Anyone* who knows that bullying is happening is expected to tell the staff.

Purpose of this policy

- To promote the school's aims and values;
- To develop a positive and safe learning environment, based upon 'inclusion';
- To ensure all governors, teaching and non-teaching staff, pupils and parents/ carers, have an understanding of what bullying is and what the related policy and procedures are;
- To share our commitment to responding promptly and effectively to any issues of bullying;
- To assure our families and members of staff, that they will be supported where bullying is reported.



Responsibilities

It is the responsibility of:

- School Governors - to take a lead role in monitoring and reviewing this policy;
- Governors and all staff - to be aware of this policy and implement it accordingly;
- The Headteacher - to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably;
- Staff - to support and uphold the aims of the policy;
- Parents/carers - to support their children and work in partnership with the school;
- Pupils - to abide by the policy.

Strategies to help prevent the occurrence of bullying behaviour

Our school's response to bullying does not start at the point at which a child has been bullied; for example, talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects, or through assemblies.

As a school we have created an ethos of good behaviour. We develop and build upon a clear understanding of key values and messages; for instance, how *our* actions can affect others and treating someone the way we would wish to be treated. These are reinforced through shared time and discussion and modelled by the adults in school.

At Thorpe Acre Infant school we will:

- actively provide opportunities (through PSHE/SEAL activities) to develop pupils' social and emotional skills, including their resilience;
- provide an 'open door' approach for pupils, staff and parents/carers to access support and report concerns;
- challenge practice which does not uphold the school's values for example, tolerance, non-discrimination and respect towards others;
- consider all opportunities for addressing bullying in all forms throughout the curriculum (stories, drama and role play) including a range of additional approaches such as through displays, assemblies, events, and the school council;
- regularly update and evaluate our approaches to take into account the developments of technology, and provide up-to-date advice and education to all members of the community regarding positive online behaviour;
- work with other agencies and the wider school community to prevent and tackle concerns;

Involvement of pupils - We will:

- encourage pupils to report bullying in school, whether they are victims or bystanders;
- offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have;
- regularly gather the children's views;
- ensure that all pupils know how to express worries and anxieties;
- involve pupils in embedding messages in the wider school curriculum (appropriate to age).



Liaison with parents and carers - *We will:*

- make sure that key information about bullying (including policies and named points of contact if parents are worried) is available to parents/carers e.g. website, newsletter;
- ensure all parents/carers know about our complaints procedure and how to use it effectively;
- ensure all parents/carers know where to access independent advice about bullying;
- work with all parents/carers and the local community to address issues beyond the school gates that may give rise to bullying;
- ensure that parents work with the school to role model positive behaviour for pupils.

Procedures – for all staff:

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;
2. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly;
3. The incident(s) will be recorded and information passed to the Head teacher or Deputy HT;
4. Measures will be put in place to ensure the child being bullied feels they can play and work safely while the situation is being resolved;
5. Parents/carers of the child/children *doing the bullying* will be asked to attend a meeting to discuss their child's behaviour;
6. Parents/carers of the child *being bullied* will be informed and invited to meet with an appropriate member of staff;
7. If possible, the pupils will be reconciled but in serious cases, a suitable sanction will be implemented - suspension or even exclusion may be considered;
8. An attempt will be made to help the bully (bullies) change their behaviour
9. Staff will monitor the behaviour of both "bully" and "victim", and all staff will be alerted to watch out for further occurrence.

Monitoring, evaluation and review

The head teacher will report on a regular basis to the governing body on incidents of bullying and outcomes. The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Date of Review: March 2016

Signed by:

Chair of Governors _____

Headteacher _____

Date of next Review: March 2018