

ANTI-BULLYING POLICY



Body Responsible for the Policy	Full Governing Body (FGB)
Date Policy endorsed by the FGB	16 th October 2019
Date of Next Review	October 2021
Name of Headteacher	Mrs Lesley Spicer

1. Associated Policies

- Behaviour Policy
- Child Protection Policy
- Equality policy
- Confidentiality Policy

2. Policy Formulation and National Guidance

This policy was written in consultation with staff, governors, parents and pupils. It will be reviewed every 2 years or sooner if the need arises. A range of national and local documents were consulted during the formulation of the policy including: Anti-bullying guidance for schools (National Healthy Schools Programme), United Convention on the rights of the child, Children's act 2004, Hampshire Children's and young People's plan and HCC's children and young people's anti-bullying policy.

3. Definitions and Terminology

At Peel Common Nursery and Infant School we agree with the government definition of bullying which is: 'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally...where there is a power imbalance that makes it hard for the victim to defend themselves.'

**One off incidents of conflict between children may be distressing but are not classed as bullying. They are dealt with in accordance with the Behaviour Management Policy.*

Examples of Behaviours that could be bullying are.....

- Regular targeted hurting physically such as: being kicked, punched, pinched, spat on
- Intending to cause hurt repeatedly
- Regular threatening behaviour... 'I'm going to hurt you at playtime'
- Repeated name calling or verbal abuse either directly (to some-one's face) or indirectly (talked about to others)
- Deliberate racist comments

- Intentionally alienating a child
- Regular, targeted sneaky and spiteful behaviour intended to cause upset
- Cyber bullying by other children or parents over social network sites such as Facebook and Twitter
- Stealing or deliberately defiling property

These behaviours can apply to both children and adults.

4. Aims and Objectives	
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The aim of this policy is that it will help us achieve our vision of being a school where everyone is able to be in 'A Place to Be Me', free from bullying of any kind, where everyone has a right to have a different view and respects the views and opinions of others, a place where everyone can be safe and happy.

The objective of the policy is:

- to support the school in avoiding incidents of bullying through pro-active teaching.
- to support the school in quickly and efficiently dealing with any incidents of bullying that may occur so that the child or children affected are reassured and supported.
- to support the school in quickly and efficiently identifying the child or children who are bullying so that strategies are used effectively to stop the behaviour and minimise the likelihood of this behaviour recurring.
- to support the school in liaising with parents of victims and bullies to offer support.

5. Whom the policy applies to	
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This policy applies to all staff, children, parents/carers, governors and partner agencies working with the school.

6. Avoiding bullying	
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The School will do the following:

- Reinforce ways of treating each other fairly through reference to "The Golden Rules".
- Pupils are taught to understand that they can expect others to treat them with respect, and should treat others with respect. This is done through the Rights, Respect and Responsibility (RRR) curriculum and Personal, Social and Health Education (PSHE) sessions.
- The class teacher logs any incident of note on CPOMs (electronic system).
- Duty staff and dinner ladies report any incident of note to the class teacher.
- Children are actively encouraged to tell an adult immediately about the behaviour of another child that they feel is inappropriate.
- Concerns of parents are listened to and investigated.

Parents are asked to:

- Encourage their child to know and follow "the Golden Rules".
- Encourage their child to tell an adult immediately about behaviour of another child that they feel is inappropriate.
- Encourage their child to treat others with respect.
- Inform the teacher immediately of any concerns about bullying.

Children are actively encouraged to:

- Tell an adult immediately about behaviour of another child they feel is inappropriate.

- Follow the Golden Rules.
- Follow the class charter and show respect for others.

7. Management of bullying incidents at school	
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The **class teacher** will respond to a parent's concerns as follows:

- Reassure the parent that the matter will be investigated and that the Headteacher will be informed that a complaint of bullying has been made.
- Inform the Headteacher of the complaint that has been made.
- Investigate the matters that have raised the parent's concerns through discussion with relevant colleagues.
- Talk to the children who may have been involved individually, offering reassurance to the child who has been distressed.
- If the class teacher feels that the matter can be successfully resolved he/she will report back to the parent and reassure them that the situation will be monitored.
- If the class teacher cannot resolve the matter he/she will refer it to the Headteacher informing her of the result of investigations made.

If a member of staff is aware of or concerned about bullying occurring they should report this to the Headteacher. Any incidents of bullying that are witnessed should be recorded in detail and dated to aid investigation and entered onto CPOMs.

The **Headteacher** will:

1. Ensure that all staff are aware of the situation and instruct all duty staff and supervisory assistants to monitor the pupils concerned very carefully and report any concerns immediately.
2. Record all concerns and the actions taken on CPOMs.
3. Ask the ELSA (Emotional Literacy Support Assistant) to take supportive action regarding the children concerned.
4. Make contact with the parent [s] of the bullied child if the situation has not been resolved by the class teacher. Discuss the issue with them, either by telephone or by appointment in school, to gain as much factual information as possible about the timing, duration and severity of the bullying.

Assure the concerned parents that appropriate actions will be taken regarding the other child/ren involved and that their parents will be informed.

Suggest the following actions regarding their own child: -

- The Headteacher talks to the child and reassures him/her that she will not tolerate the bullying behaviour and will help straight away if ever they are worried.
- Ask the parent to suggest good 'friendship partners' to support their child.

The Headteacher will use one of the effective strategies from the anti-bullying resource folder to address the situation. This could include:-

- The support group method
- Building resilience
- Friendship circles
- Shared concern method
- Mediation

Details of each method can be found in the anti-bullying resource file and are available for parents on request.

Whichever method is chosen will be explained to the parent(s) and the parent(s) of the perpetrator where relevant and timescales for review will be agreed.

Assure them that the situation will continue to be monitored and the child will be asked regularly if everything is all right. Ask the parent to report any further concerns immediately.

5. The Headteacher will also speak to the child whose behaviour is deemed to be bullying and inform them of the situation and its consequences, requesting them to support their child in making changes to their behaviour.
6. The Headteacher and other school staff will apply appropriate sanctions if the behaviour is repeated. Any further incidents will be logged through the use of CPOMs.
7. The Headteacher and other school staff will take further action if the problem persists, which may involve other agencies e.g. Behaviour Support Team, Educational Psychologist, Education Welfare Officer, Family Support Worker
8. If appropriate, the matter may be referred to the Governing Body.
9. Parents will be kept informed throughout the process with feedback about the outcome of actions taken.

8. Staff Support and Training	
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School staff and Governors will be supported in tackling bullying through:

- Open discussions in staff meetings about pro-active strategies for dealing with bullying or avoiding bullying behaviour.
- Use of anti-bullying week and other appropriate published materials.
- SMSC leader supporting and leading future training around teaching for anti-bullying.
- Accessing training in specific programmes such as PATHHS.
- ELSA support groups discussing effective and pro-active strategies.
- Governors attending relevant governor training.

9. Assessment, monitoring, evaluation and reviewing	
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The effectiveness of this policy will be assessed, monitored and evaluated through:

- All reports of bullying being recorded with actions and outcomes.
- Behaviour logs from classes being reviewed on a periodic basis.
- Regular agenda item on staff meetings to raise any current concerns or issues.
- Reports to governors with summary of records, actions and outcomes.
- Pupil conferencing, Pupil attitude survey in Year 2 and parents questionnaires about views of bullying in school.

Issues arising from the above monitoring will lead to a review and possible amendment of the policy and related strategies.

10. Involvement of Children and Parent and carers	
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Parents, Carers and Children's views will be sought through questionnaires, pupil conferencing and direct conversations.

Children will be involved in proactive activities promoting anti-bullying such as:

- Designing posters and leaflets for each other and for parents
- Joining in the annual anti-bullying week at an appropriate level
- Discussions and activities as part of the PSHE curriculum

Parents and carers will be kept informed of the anti-bullying strategies and activities through the School website and newsletters and will be invited to give feedback on the effectiveness of this policy.

11. Sanctions	
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Suggested sanctions may include:

- Missing playtimes or other activities
- Staying with an adult during playtimes
- Zoned areas of the playground, with children remaining in designated zones away from each other
- Going home for lunchtimes

12. Appendix 1 –	Hampshire Children's Trust Anti-bullying Policy
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Statement of principles and values

Bullying has a negative effect on all those involved; the target, the perpetrator and the bystanders.

Hampshire's Children's Trust's overarching vision is that every child and young person, including those who are vulnerable or disadvantaged, has the best possible start in life. Our aim is for all children and young people to be healthy; stay safe, enjoy life, achieve their full potential, be interested and fully involved in the community they live in and achieve economic independence.

In particular, children and young people should expect to:

- be able to grow and develop in safety and free from prejudice and discrimination
- be listened to and have their views taken into account
- be treated with respect
- belong to and be valued in their community
- see their needs and interests at the heart of everything we all do.

Guiding principles for all partners providing services for children and young people in Hampshire are enshrined in the 1989 United Nations Convention on the Rights of the Child. In order to fulfil this, it is important that all partners working with children and young people in Hampshire agree and work within an overarching policy, strategy and action plan to address bullying.

Definition

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. This situation can only be maintained where there is an imbalance of power.

Types and forms of bullying

Bullying behaviour which conforms to the above definition can take many forms: bullying takes place through means which can be verbal (e.g. name-calling), indirect (e.g. exclusion), physical (e.g. hitting) and cyber bullying (e.g. misuse of social networks). The Single Equalities Act (2010) prohibits discrimination on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation.

Statement of Intent

All settings and organisations which make provision for children and young people must have in place rigorously enforced anti-bullying strategies addressing prevention of and intervention following any incidents of bullying. Where bullying behaviour occurs it is the responsibility of partners, especially adults in positions of trust and authority, to confront children and young people with the consequences of their behaviour, work to restore relationships and build the resilience of those who have been targeted. This policy is particularly concerned with bullying which affects children and young people. Bullying behaviours are not acceptable in any guise including bullying involving adults e.g. child to adult, adult to child and adult to adult.

Hampshire Children's Trust supports an Anti Bullying, Multi-Agency Strategy Group to monitor and implement the Anti-Bullying Delivery plan. The Strategy Group exists to research, promote and disseminate good practice with regard to preventing bullying and intervening when it occurs which will include:

- promoting a rights-respecting, anti-bullying culture
- raising and maintaining awareness of bullying, its effects and strategies for reducing it
- collecting and analysing data about bullying to inform future policy and practice
- seeking relevant data including reporting and recording systems and surveys
- promoting, supporting and guiding work with children, young people and parents/carers to ensure effective systems exist to combat bullying.

The Multi-Agency Strategy Group will:

- organise conferences for young people
- organise training for adults working directly with children
- work with Governor Services to facilitate training for school governors
- disseminate information to schools and interested parties
- maintain links with the police
- maintain links with the local authority.

Evaluation and review

The County Anti-Bullying Strategy Group will promote the collection and collation of relevant data at a County level in order to identify and respond to needs and trends with regard to bullying across Hampshire, and monitor the effectiveness of the County strategy.

Links to other policies, strategies and plans

Bullying is a form of behaviour that impacts on the emotional health and well-being of all involved. This policy must therefore be read and understood in conjunction with other relevant Hampshire documentation, including:

- Children and Young People's Plan

- Safeguarding Children Procedures
- Child and Adolescent Mental Health Services Strategy
- Maximising Well-Being Through Education Policy Statement
- Racial Harassment Policy and Guidelines
- Dignity at Work Policy
- Safeguarding Vulnerable Adults.

www.hants.gov.uk/bullying

13. Appendix 2–

Hampshire Children’s Trust Anti-bullying Policy for children



What is bullying?

Bullying is when one or more people hurt others several times, on purpose. This could be with words or actions. It includes things like name-calling, hitting, nasty texts, and making people feel left out.

Why is it important?

Bullying is bad for everyone: the victim, anyone who sees it and the bully. Everyone deserves to be treated with respect. We want people to stay safe and healthy, to have fun, to take part and to do well. If you treat someone badly because you think they may be gay, have special needs, or because of their age, race, religion or sex, you may be breaking the law.

How can I expect adults to help?

Adults should prevent bullying. If it does happen, the adults in charge should challenge anyone who is bullying. Adults should help those who have been bullied feel safe. Ask your school what they do about bullying.



**Bullying is not OK.
Tell someone!**