



Chandag Infant School ANTI-BULLYING POLICY

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. No child should have to tolerate behaviour which they find painful or distressing. Bullying of any kind is unacceptable at our school and will not be tolerated. If bullying does occur, all pupils should be able to tell so that incidents will be dealt with promptly and effectively. We are a TELLING school - anyone who knows that bullying is happening is expected to tell the staff.

Objectives

- All staff, governors, pupils and parents should have an understanding of what constitutes bullying
- Staff, pupils and parents understand the procedure for reporting bullying incidents
- Staff deal with bullying incidents in line with procedures
- Children will be able to learn in a safe and secure learning environment

(This policy should be read together with the School's Behaviour Policy which may be used to try and resolve the situation.)

What is Bullying?

In this school we consider **repeated** intimidation of victims that is carried out by a more powerful person or group in order to cause physical and/or emotional hurt amounts to bullying.

Three Features of bullying

- 1 deliberate aggression
- 2 unequal power relationship
- 3 results in hurt to the victim either physical or emotional

Bullying can include

Physical: pushing, kicking, hitting, pinching or any use of violence

Verbal name-calling, sarcasm, spreading rumours, teasing

Emotional: excluding individuals from friendship groups, tormenting (i.e. hiding books, threatening gestures), being unfriendly, racial taunts, graffiti, gestures

Sexual: inappropriate, physical contact or abusive comments (see CP policy and sex education policy)

E-bullying

Prevention

We will refer to the KIDSCAPE website for further advice on helping children to prevent bullying. As and when appropriate, methods may include writing stories or drawing pictures about bullying, reading stories about bullying or having them read to a class or assembly, making up roleplays and having discussions about bullying.

We will use SEAL materials when necessary but with a particular focus during the annual anti-bullying

week.

We will teach the children about cyber bullying using our E safety policy.

Information for Parents

This policy is available on the school website. Advice is available from the following websites

www.anti-bullyingalliance.org.uk

www.kidscape.org.uk

www.childline.org.uk

www.childnet-int.org

Procedures and Action

Should an incidence of bullying arise, the following procedures will be considered:

| Procedure | Responsibility | Action |
|---|---|--|
| Report incidents ie staff, parents/carers or children | Anyone who learns that bullying is taking place | Tell the classroom teacher or another member of staff who should make the Head aware |
| Classroom teacher will investigate | Class teacher | Investigate and tell the head teacher if there is a suspicion of bullying. |
| Headteacher discusses incidents with all parties involved | Headteacher and class teacher | Discussion will take place with both parties apart and together |
| Record Incidents | All teaching staff, SMSAs, Headteacher | The incident will be recorded in the Green book? Log? in the Headteacher's office. |
| Stop the unacceptable behaviour | staff / Headteacher | Discuss the impact of the unacceptable behaviour with the person doing it. Ensure that both the victim and perpetrator know that the situation is being monitored by staff. |
| Draw up an action plan | Headteacher/ Teacher/ Parents | Draw up an agreed individual or group action plan to work with the bully (bullies) to help change their behaviour eg shared reporting at the end of the day. |
| Share information with parents | Headteacher | Head teacher will contact parents of both parties to arrange a meeting(s) to discuss |
| Share information with other professionals | Headteacher/ parents | Facts should be shared with other professionals at the Head teacher's discretion. This does not prevent parents from consulting other agencies independently. |
| Monitor progress | Teacher/Headteacher | Check progress on bully's action plan, discuss with parents. Discuss how things have improved with victim and their parents |
| Deal with Serious Cases | Headteacher | Consider temporary/internal or even permanent exclusion |

Reviewed September 2011 2014

To be reviewed September 2016