

Lee Brigg Infant School



Anti-Bullying Policy

July 2017

This document is a statement of the aims, principles and procedures at Lee Brigg Infant School

Rationale

At Lee Brigg Infant and Nursery School every child and adult has the right to feel happy and safe. All staff are committed to fostering and maintaining an atmosphere of mutual respect for others, co-operation and the knowledge that incidences of bullying are dealt with promptly and rigorously. This policy should be read in conjunction with the school's safeguarding and behaviour policies.

Definition of Bullying (This includes cyber bullying)

Bullying is persistent behaviour that causes someone to feel unhappy or less valued. Bullying can be physical, verbal or emotional aggressive behaviour or intimidation towards another person.

Bullying is deliberate hurtful behaviour and repeated over a period of time. *“However if two children of equal power or strength have an occasional fight or quarrel, this is not bullying”.* (DfE)

Cyber bullying is persistent, deliberately hurtful behaviour which causes distress to others using various modern day technologies such as text messages, voice mails or social media sites.

Bullying can be a very traumatic experience and can have serious consequences for all those concerned – not only for the person being bullied and their family but also for the bully and their family.

Bullying can take place in a variety of circumstances and can involve individuals, vulnerable or minority groups.

Purposes and Guidelines

1. To identify incidents of bullying and act promptly.

All children are taught to report incidents promptly and truthfully to an adult in school, in the knowledge that what they say will be taken seriously and be dealt with promptly by staff. Information will be gathered from all parties involved to ascertain if bullying has taken place. Incidents must be recorded. (See Appendix 1)

2. To counsel victims of bullying incidents and bullies to ascertain facts.

Involved staff will spend time listening to each child's version separately. Staff will then inform each child involved of what subsequent action will be taken. All reported acts of bullying must be reported to a Senior Leader. Staff will be made aware of any children who need to be monitored.

3. To maintain communication with parents/carers in relation to their child.

If considered to be appropriate by the Headteacher or Deputy Headteacher contact in person, by phone or letter will be made to the parent regarding their child's bullying behaviour and any action taken.

The parents of the victims of the bullying behaviour can be informed either as a class is dismissed at 3.15pm or by telephone or letter at the end of the school day and be invited to come into school to discuss matters if they wish.

The same invitation is extended to the parents of a bullying child.

4. To raise awareness of bullying and how to deal with it via the curriculum.

Headteacher/Deputy Headteacher/staff to use whole school assemblies as an opportunity to raise awareness of bullying and anti-bullying strategies.

The SEAL programme will support awareness through its anti-bullying week in particular.

PSHE/Citizenship – which can incorporate the consideration of issues related to bullying and promote self-worth, confidence and esteem. Each class to have a system of discussing concerns e.g. Circle Time.

Co-operative behaviour will be encouraged through spots, stickers, praise and achievement assemblies.

Sanctions

Sanctions will be used where bullying is clearly proven. Sanctions relate to our Behaviour Policy.

Dealing with minor incidents

A reprimand is often sufficient to deter children from name calling and teasing.

Counselling from class teachers/NNEB/LSAs/lunchtime supervisors will be useful at this stage.

Dealing with serious incidents

For bullying which results in damage to property or person, a serious response will be considered by the Headteacher.

- Involvement of parents at an early stage is essential
- Accurate records must be kept by the school of incidents and of how the school has responded (*Appendix 1*)

Records will include:

- Who was involved or alleged to be involved
- Where and when it happened
- What happened
- What action was taken
- How it was followed up

The monitoring involves all teaching and non-teaching staff and if possible should involve the children directly. Action against bullying should occur within a context which reminds all children that bullying will not be tolerated.

Any incidents of cyber bullying will be taken very seriously by the school. Incidents will be thoroughly and speedily investigated. The Governing Body will be informed of

any such incident by the Headteacher and, if necessary, Waterton Academy Trust's legal department will be contacted and advice sought by the school.

All employees should be aware that inappropriate use of the internet and social networking sites could lead to disciplinary action.

All staff employed at the school have a copy of the Waterton Academy Trust's "e-safety guidance for professionals working with children".

E-safety posters are displayed in school.

Parents are asked to support the school in its safeguarding of pupils by reading the e-safety guidance and cyber Policy. Additional advice for parents on cyber safety and protocols are available on request from the school.

Reported Bullying Incidents file is located in the Headteacher's office.

Laurabeth Kilkenny
Deputy Heateacher/SENDCO

July 2017

Ratified by the Governing Body:

Review Date: July 2018



Appendix 1

Lee Brigg Infant and Nursery School Record of reported bullying incidents

Name of Child	
Date of incident	
Location	
Adult witnesses	Yes No
Adult reporting incident	
Teacher investigating	

Details of incident

Action taken (including names of staff whom information has been shared with)
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Outcome

Date/time on which the Headteacher/Deputy Headteacher is informed: