

Anti-bullying policy

Date of Policy Creation	22nd January 2018	Named Responsibility	Headteacher - Mrs C Boddy
Date of review completion	22nd March 2018	Named Responsibility	Safeguarding & Premises Committee
Inception of new Policy	22nd March 2018	Named Responsibility	Mrs C Boddy
Date of Policy Adoption by Governing Body	22nd March 2018		

All staff and the wider school community will be given a copy of this policy. Copies are available from the office or via the website for parents and members of the wider community

This policy should be read in conjunction with other relevant school policies e.g. Behaviour, Health and Safety, Safeguarding Policy, E-safety policy, Equality Policy, Accessibility Plan.

Principles and Values

Donnington Wood Infant School & Nursery's Anti- Bullying Policy outlines what we will do to prevent and tackle bullying. This policy has been drawn up with the involvement of the whole school community.

Our School Vision - learning, caring, preparing

As a school community we are committed to aiming for and achieving high standards for every child in their work, behaviour, attitudes and relationships.

We will work together to do this by:

- providing a welcoming, safe, happy school where everyone is respected and listened to
- striving for the highest possible standards of achievement and behaviour
- building strong relationships and partnerships within the school community, local community and the wider world.
- making learning real, enjoyable and challenging in a secure, supportive and stimulating environment
- ensuring that every child has an equal chance to succeed with access to a broad, balanced and relevant curriculum that is driven by their needs, regardless of race, gender and ability
- creating a partnership with home based upon respect and trust
- encouraging all parents to value and be involved in their child's education
- helping every child to develop the skills, attitudes and knowledge they will need to fulfil their potential as motivated, confident and active citizens in modern Britain

Aims and objectives of the policy

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school. The ethos of our school fosters high expectations of behaviour and we will consistently challenge any behaviour that falls below this.

Our anti-bullying policy aims to:

- Clarify for pupils, staff, governors and the wider school community what bullying is and that it is always unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- Promote respect and tolerance for each other, including and engaging with everyone's perception of bullying.
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.
- To bring about conditions in which bullying is less likely to happen in the future
- To ensure a consistent, whole school approach to tackle bullying and support victims of bullying
- To reduce and , if possible, eradicate instances of all types of bullying

What is bullying?

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.' (DfE definition - Preventing and tackling bullying - Advice for headteachers, staff and governing bodies July 2017)

At Donnington Wood Infant School and Nursery bullying is considered to be, "unacceptable behaviour which occurs **'lots of times, on purpose'**." Bullying can be short term or continuous over long periods of time. Bullying can take place anywhere, including cyberspace.

Bullying can be:

- Verbal: e.g. 'joke' making, mimicry/ridicule, name calling, spreading rumours, swearing, verbal abuse, gossiping, taunting, mocking, making offensive comments
- Physical hurt/attack: e.g. physical intimidation, mimicry, unwanted or inappropriate touching, kicking, hitting
- Inciting others to bullying behaviour e.g. encouraging others to bully so that they receive the consequences rather than the instigator
- Psychological: e.g. damage to reputation (sexual, denial of identity, gender /ethnicity), extortion of belongings, identity theft / impersonation, isolation /refusal to work/play with other pupil, revealing personal information, threats
- Cyberbullying: sending offensive messages or any other 'verbal' bullying but through a digital medium eg. chat-rooms, blogs, instant messaging, social network sites, email, game consoles, mobile phones, digital images
- Damage to property: e.g. graffiti, personal property
- Literature: e.g. distribution/possession of posters/leaflets, literature or material, e.g. pornography, wearing or display of offensive insignia
- Victimisation after previous complaint e.g. bullying due to either victims or bystanders speaking out as a result of a past bullying incident.

Bullying may be related (but not restricted) to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying, homophobia, transphobia

What do we do to prevent bullying?

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience eg
 - weekly 'Jigsaw;' lesson to develop social, emotional and citizenship skills
 - raising awareness assemblies and Anti-Bullying week (Nov)
 - reward system for positive behaviour
- Consider all opportunities for addressing bullying including through the curriculum, through information and displays, through peer support and through the School Council eg
 - reading stories about bullying or having them read to a class or assembly
 - making up role-plays about what to do through scenarios of bullying
 - having discussions about bullying and why it matters that children who use unacceptable behaviour towards others are dealt with quickly
- Train all staff to identify bullying and follow school policy and procedures on bullying
- Actively create 'safe spaces' for pupils eg
 - Circle Time - opportunities for children to discuss sensitive issues in a safe environment
 - Small group work with Pupil & Family Support Staff
 - 'Wishes and worries' well for all children to raise any worries or concerns
 - Pupil consultation - through questionnaires and the School Council

How do we work together to prevent or tackle bullying?

Pupils

We actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that action will be swiftly taken which is sensitive to

their needs. This may be done through assemblies, School Council, circle time, Jigsaw (PSHE) and focused Anti-Bullying weeks.

Disclosure (telling an adult/peer) can be direct and open or indirect and anonymous. Everyone must realise that not telling someone means that the bullying is likely to continue.

Parents/Carers

We expect that parents/carers will:

- Understand and engage with everything that is being done to make sure their child enjoys and is safe at school

We will ensure parents/carers:

- Know who to contact if they are worried about bullying including our complaints procedure
- Feel confident that everything is being done to make sure their child/children is/are happy and feel safe at school
- Are informed about and fully involved in all aspects of their child's behaviour

We discourage parents from :

- attempting to sort the problem out themselves
- speaking to the child(ren) whom they think may be behaving inappropriately towards their child
- speaking to the parents of the other child(ren) involved
- encouraging their child to be 'a bully' back.

All of these will only make the problem much harder to resolve.

We will work with parents/carers to address issues beyond the school gates that give rise to bullying.

Staff

We expect staff to:

- Provide children with a framework of behaviour including class rules which supports the whole school policy
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere
- Provide pupils with a good role model
- Raise awareness of bullying through stories, role-play, discussion, peer support, pupil/student council, Jigsaw (PSHE), RE and Citizenship
- Through the Headteacher, keep the Governing Body well informed regarding issues concerning behaviour management
- Work with the whole school community so that the anti-bullying policy can be properly enforced and monitored

- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools
- □ Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the issue/s and put an action plan in place

Governors

We expect that *Governors* will:

- Support the Headteacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

How do we deal with an incident of bullying?

Bullying incidents will be taken seriously and support will be provided for the person being bullied and the person who is the bully :

- Talking through the incident with the pupil being bullied and the bully
- Helping the pupil being bullied and the bully to express their feelings
- Talking about which rule(s) has/have been broken
- Discussing strategies for making amends
- Small group or 1:1 work with Pupil & Family Support Staff
-

Sanctions may include:

- Time away from an activity within the classroom
- Missing break or another activity
- Formal letter home from Headteacher/anti-bullying lead
- Meeting with staff, parent/carer and/or pupil(s)
- Daily or weekly behaviour logs
- Behaviour Support Plan (PSP)
- Exclusion (internal/external)

Recording

Incidents identified or suspected as bullying must be reported to the Headteacher (or senior member of staff) in person and recorded on Meritec CPOMS. All further actions will also be recorded on Meritec CPOMS. All staff have access to the system. Where appropriate, incidents will be discussed in weekly staff meetings so staff can work together to monitor and resolve the situation

If parents are unhappy about the way that an alleged bullying incident has been handled they should in the first instance speak with the class teacher, Deputy Head Teacher or Head Teacher. There is a School Complaints procedure if parents are still concerned.

What happens if an adult is being bullied?

Bullying can occur towards or between adults. The Leadership Team and Governors of the school strive to support the emotional health and well-being of the staff in the school and so we believe that all bullying incidents must be investigated. This includes any incident reported by a member of staff of being bullied by a child, parent or other member of staff. Members of the school workforce suffering from or concerned about bullying can also contact their trade union or professional association for support and advice.

How will we monitor and evaluate the policy?

- The policy will be part of the every day life of the school.
- It will be a regular item on School Council Agendas, at staff and Governors' meetings.
- Its effectiveness will be monitored through questionnaires and reported incidents.
- The policy will be reviewed annually.

16. Useful Contacts

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204 www.kidscape.co.uk

Family Lives - Parentline Plus 0808 800 2222 www.familylives.org.uk

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Childline - 0800 1111 www.childline.org.uk

Anti-Bullying alliance - www.Anti-Bullyingalliance.org.uk

Beatbullying - www.beatbullying.org

NSPCC - www.nspcc.org.uk

Think U Know - www.thinkuknow.co.uk - cyberbullying and e-safety information

Signs and Symptoms of Bullying

Signs of bullying can be extremely variable and will very much depend on the individual. It is important, however, that parents/carers and school staff are aware of the signs and symptoms associated with bullying so that they can identify possible problems. The more common signs include:

- Physical signs e.g. Physical injuries, damaged clothing with no convincing explanation and general ill-health due to stress, feeling ill in the morning
- Emotional signs e.g. mood swings, apparent changes in personality, constant anxiety/nervousness, depression or tearfulness for no apparent reason, lack of confidence, negative self-image, hostility and defensiveness, withdrawn, reluctant to go to school
- Behavioural signs e.g. withdrawn, frequent, unexplained absences, poor concentration, eating disorders, alcohol/substance misuse, evidence of selfharming and disruptive/challenging/bullying behaviour, afraid to use the internet / mobile phone, nervous / jumpy when a message is received
- General e.g. frequently "lose" money/possessions, appears tired and lethargic, avoids entering/ leaving school with others, starts stealing / asking for money

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered.