



Templemoor Infant and Nursery School Anti - Bullying Policy

(Applies to School and X Club)

Policy Reviewed: May 2016



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Introduction

We believe that it is vital for Nursery and Infant children to learn how to form relationships with and be tolerant towards other children. They must learn to co-exist and share with children from a variety of backgrounds and experiences and develop the resilience to cope with minor conflicts which arise day to day. As in other areas of learning all children progress at a different pace and some may need more support and time than others in achieving what parents and teachers may expect of them.

It is very important that everyone involved in the life of the school understands that harmful behaviour such as bullying will not be tolerated.

Safeguarding Children

The school is committed to safeguarding children and recognises its role in creating and maintaining a safe learning environment (including e-safety) for children.

Statement on Equality

Explicit in the school's Aims is the intention to promote equality and to eliminate discrimination, bullying and harassment in all areas of school life.

Definition of Bullying

Bullying is an act of aggression causing embarrassment, pain or discomfort to another. It does not usually take the form of isolated incidents and can occur over a period of time.

It can take a number of forms:

- Physical, verbal, by gesture or by exclusion
- It may be planned and organised
- Bullying may be racist, gender, disability or culturally based or none of the above
- It may involve individuals or a group

Homophobic bullying and using homophobic language

Homophobic language is terms of abuse used towards lesbian, gay, bisexual or transgender people or those thought to be LGBT. It is also used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or have gay friends; family members or their parents/carers are gay.

Dismissing it as banter is not helpful as even if these terms are not referring to a person's sexuality they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of homophobic language in our school even if it appears to be being used without any homophobic intent. Persistent use

of homophobic language or homophobic bullying will be dealt with as with any other form of bullying. School will deal with bullying in an age and child appropriate way.

Cyberbullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims. We will ensure that our children are taught safe ways to use the internet (see our e- safety policy, Social Media Policy and Twitter Policy) and encourage good online behaviour.

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents and their children who experience online bullying and will treat Cyberbullying the same way as any other forms of bullying.

Special Education Needs or Disabilities

Pupils with special educational needs or disabilities might not be able to articulate experiences as fluently as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific disability.

We will make sure the behaviour of staff does not trigger bullying unintentionally. They should avoid undue attention towards SEN children compared with others, and should not make comments based on pupils' appearance or perceived character.

We try to make classroom activities and lessons sensitive to such children's needs. We teach assertiveness and other social skills and teach victims to say 'No' or to get help.

High attainers, gifted or talented pupils can also be affected by bullying. Teachers should treat this as seriously as any other type of bullying.

Racial harassment and racist bullying

Racial bullying will not be tolerated at this school and will be treated firmly and effectively. If a child receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature into school, incites others to behave in a racist way or writes racist insults, the strategies in the Racial Equality Policy will be implemented.

A full investigation will be carried out, recording incidents in the school incident book and on Trafford LA forms. Templemoor Infant and Nursery School has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in PSHE and Citizenship lessons, in Religious Education lessons and in school assemblies.

Racial incidents are reported to the Governing Body and LA as required.

In our school, all forms and types of bullying are treated the same. There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately. They are **unacceptable** and **will not** be tolerated.

It is important to be aware that particular pupils may be more vulnerable to experiencing bullying, i.e. Looked after Children, Traveller Children, Children with a Disability, Children with SEN, bullying motivated by racism or homophobia.

British Values/ The Prevent Duty

At Templemoor Infant and Nursery School, children are encouraged to learn about working together in pairs and groups and treating others with respect and tolerance, regardless of background. Children develop an understanding of rules within school and society in order to be prepared for life in modern Britain. Lessons, assemblies and our whole school ethos encourage children to learn about decision-making, making informed choices, debating and democracy. We link the PREVENT agenda to our curriculum to enable our children to make informed choices around how to be a good citizen and demonstrate good British values. We ensure that our school vision, values, curriculum and teaching promote tolerance and respect for all cultures, faiths and lifestyles. The governing body also ensures that this ethos is reflected and implemented effectively in school policy and practice and that there are the necessary documents and practices in place to safeguard and promote children's welfare.

Behaviour

The school's Behaviour Policy clearly indicates methods used to create a calm, safe environment which allows and supports children:

- To develop self esteem and grow in confidence
- To develop an awareness of the feelings and sensitivities of all members of the school community
- To develop the qualities of cooperation, resilience, empathy, justice and tolerance in our children
- To grow and develop in an atmosphere of caring and trust so that children feel happy and safe in school
- To learn the difference between right and wrong and behave responsibly

Identification

Young children usually talk quite openly about problems between themselves and other children. As adults we listen carefully and observe children to try to distinguish major problems and minor difficulties.

Children display emotional problems in a variety of ways which may include crying, moodiness, solitary play, withdrawal etc. Adults should be aware of changes in patterns of behaviour which may indicate such problems.

Members of staff, parents or children may identify incidents of bullying.

Rights and Responsibilities

Children

Rights of Children:

All children have the right to:

- Live in a safe and well ordered caring community
- Be valued as an individual regardless of race, religion, gender, culture or disability
- Say "no" to anything they believe to be wrong
- Support and help from staff in school

Responsibilities of Children

Children should:

- Understand that any form of bullying is wrong
- Not participate in bullying
- Always report to members of staff incidents of bullying involving themselves or others

Parents

Rights of Parents

Parents can expect the school to:

- Deal efficiently and in a caring manner with all reported incidents of bullying
- Welcome them into school to discuss problems with bullying
- Inform them if their child has been involved in bullying and keep them informed of actions being taken to resolve the situation

Responsibilities of Parents

The school expects that parents will:

- Support the school in promoting good behaviour and care and consideration for all
- Work with their children to create an attitude of tolerance and respect for others
- Accept responsibility for incidents that start and develop outside school
- Recognise that children fall out, argue and so on. This is perfectly normal and should not be regarded as bullying (see Definition of Bullying within this policy).
- Work with the school in helping to sort out problems concerned with bullying
- Accept that the resolution of some bullying problems may take more than one attempt
- Understand that inappropriate and/or aggressive adult behaviour can provide a negative example for children to follow. This behaviour is **unacceptable** and **will not** be tolerated on school grounds.
- Trust that staff are vigilant, caring and proactive when faced with children's relationship difficulties

Creating the Right Climate

We believe that bullying can more successfully be tackled when the ethos of the school renders it unacceptable. We do this by:

- Encouraging children to speak to someone about their worries, and advise that they should tell someone at home, their teacher, another adult in the school, a friend or another pupil.
- Encouraging children to listen to other children and be aware of how other children feel
- Exploring and valuing differences between children and valuing everyone as an individual
- Encouraging kindness and consideration for others and praising and publicising such instances
- Giving other children responsibility to care for younger children
- Stopping any unkindness or victimisation immediately and making the offender realise that such behaviour is unacceptable
- Ensuring that the whole school community understands that any form of bullying is unacceptable

Additionally we employ strategies aimed at rewarding good behaviour e.g. golden book certificates, achievement stamps/ notes home and constant positive reinforcement in the classroom, outdoors and in assemblies.

Procedure

If, in spite of the above, incidents of bullying occur the following steps are taken:

- All incidents that occur during the lunchtime break are reported to the class teacher

- The class teacher will speak to the children and parents
- If parental concerns are expressed initially to the class teacher he/she will attempt to address them and resolve the problem
- The Headteacher must be informed of any parental concerns that are not immediately allayed
- If problems are not resolved immediately all adults who come into contact with the child/children involved will be informed. It is at this stage that the Headteacher will discuss the problem with parents if they were not involved at earlier stages
- All members of school staff will observe those involved with whom they come into contact. All adults who have been informed of the situation will liaise with the class teacher and/or Headteacher to report any relevant observations. Throughout this process parents will be kept informed.
- Any incidents of bullying which cause serious distress must be reported to the Headteacher immediately.
- The SENCo may be involved
- Outside agencies e.g. the Educational Psychologist may be involved

This procedure can be stopped at any stage depending on the severity of the problem and the outcome of steps taken during the initial stages.

Recording Bullying

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be stored in a 'Bullying Log File' by the Headteacher.

The information stored will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.

This information will be presented to the Governors as part of the Headteachers termly report.

Links to Other Policies

- Behaviour Policy
- Safeguarding Policy
- Collective Worship Policy
- Equality Scheme
- PSHE Policy
- Whistleblowing Policy
- Racial Equality Policy
- E Safety Policy
- Social Media Policy
- Twitter Policy
- Preventing Extremism and Radicalisation Policy
- Teaching and Learning Policy
- British Values Statement

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) Tel: 0300 0115 142

(Mon-Wednesday, 10-1. Term time only)

Parentline Plus Tel: 0808 800 2222

Bullying Online www.bullying.co.uk

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) Tel: 0845 120 5204

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.