

North Baddesley Infant School

Anti Bullying Policy

This policy was agreed and formally adopted on 5.12.11

This policy will be reviewed every two years

Last review: June 2022



Our policy for anti bullying relates to other school policies and should be read in conjunction with our behaviour policy.

General Principles

- Ensuring that pupils learn in a supportive, caring, safe and secure environment without fear of being bullied.
- Recognising that bullying is anti-social behaviour and affects everyone; it is unacceptable regardless of who bullies, how it is delivered or what reasons are given to justify bullying actions. Ensuring that the message of zero tolerance is clear to the whole school community
- Working to actively minimise the risks of bullying
- Promoting the fact that we are a TELLING school – this means that anyone who knows that bullying is happening is expected to tell the staff and everyone has a responsibility for challenging bullying
- Clearly defining bullying for the whole school community as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.
- Recognising the main types of bullying (See appendix A)
- Ensuring all governors and teaching and non-teaching staff are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy, following it when bullying is reported.
- Ensuring all pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- Recognising that pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.
- Raising the profile of bullying as an issue and provide strategies and guidance that will help prevent bullying and how to respond to incidents
- Acknowledging both victims and perpetrators of bullying need support
- Recording all incidents of bullying
- Encouraging pupils to be responsible for their personal conduct and behaviour and acting in a respectful and supportive manner to their peers.
- Encouraging parents to work positively with school to change behaviour and influence children of the importance of appropriate behaviour towards others.

Procedures

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern
- the school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision making, as appropriate.
- the deputy headteacher/headteacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will interview all parties involved. The DSL will be informed of all bullying issues where there are safeguarding concerns
- the school will speak with and inform other staff members, where appropriate.
- the school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with child protection and confidentiality policies
- measures will be used as appropriate and in consultation with all parties concerned
- if necessary and appropriate, outside agencies including Primary Behaviour Support (PBS) and police will be consulted
- restorative conversations and teaching will be used to help the bully (bullies) change their behaviour
- after the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Pupils who have been bullied will be supported by:

- reassuring the pupil and providing continuous pastoral support
- offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- working towards restoring self-esteem and confidence
- provide access to appropriate advice and support e.g.: Emotional Literacy Support Assistants (ELSA), Therapeutic Active Listening Assistant (TALA)

Pupils who have bullied will be helped by:

- discussing what happened establishing the concern and the need to change
- discovering the reason behind the pupils' actions
- providing appropriate education and support regarding their behaviour or actions.
- informing parents or guardians to help change the attitude and behaviour of the pupil
- provide access to appropriate advice and support e.g.: FEIPS, ELSA, PBS

Use of consequences:

- use of behaviour policy to cease offending – restorative conversations, coaching
- exclusion from certain areas of school premises or from certain activities
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

The following preventative steps have been taken:

- clear behaviour policy
- developing the role of buddies and School Council to actively engage children and young people in challenging bullying
- signing a home school agreement

The following ongoing steps will be taken as preventative measures:

- within the curriculum the school will raise the awareness of the nature of and address bullying through inclusion in Personal, Social, Health and Economic education (PSHE), circle time, assemblies and subject areas, as appropriate, to support eradication of such behaviour.
- involvement in education initiatives that can help challenge Bullying e.g., National Healthy Schools, National Anti-Bullying Week / Act of kindness week
- involvement of community support and partnerships where available e.g.: PBS, police

Monitoring, Evaluation and Review

The school will review this policy every two years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Appendix A – Definitions of Bullying

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence, theft
Racist	racial taunts, graffiti, gestures
Indirect	e.g. spreading rumours
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	Misuse of digital channels (including email, social media and internet chat rooms) as well as threats by text messaging and/or calls and associated technology (i.e., camera & video facilities)