Birches Green Infant School (N.C.)

Anti-bullying Policy

Aims of the school:

- To create a caring, well disciplined and safe learning environment.
- To provide a broad, balanced and challenging curriculum which enables all pupils to lead a healthy lifestyle, achieve their full potential and encourages a lifelong love of learning.
- To provide equality of opportunity and to foster respectful attitudes towards the environment and others, which recognise and value individual differences.
- To enable all pupils to have confidence in their own ability to be successful and develop as self-motivated learners.
- To develop positive working partnerships with parents and carers, outside agencies and the wider community.
- To ensure that all members of the school community are valued, mutually respected and encouraged to promote high standards of achievement.

It is clear from our aims that bullying is a form of behaviour which will not be tolerated at this school.

Children and staff need to know that there are many definitions of bullying, but most have these things in common:

- It is deliberately hurtful behaviour
- It is repeated, often over a period of time.

A useful way of helping pupils to understand the definition of bullying is through STOP:-

- **S** - several
- **T** - times
- **O** - on
- **P** - purpose

**It may be direct or indirect.**

**Direct**

- Name calling
- Physically hitting or threatening

**Indirect Bullying**

- Isolating or deliberately leaving a child out of social groups
Taking, hiding or destroying someone else’s possession.

Prevention is better than cure

Strategies that we use to prevent bullying:

- Themes such as friendship, anti-bullying, conflict, power and trust are used as a basis for assemblies linked to the SEAL project.
- Through the promotion of ‘Values’ through our Values Education
- Praise is given for kind, caring and co-operative behaviour.
- Effective supervision of children at all times during the school day.
- Through circle time, role play and discussion.
- External agencies and special events to raise awareness.
- Use of Buddy lunchtime club to encourage co-operation and empathy.
- Friendship Awards and certificates, Friendship Stop in the playground.
- Peer mediators- children who are trained in peer mediation are on duty every playtime to help pupils resolve any differences they may have.

Incidents of bullying are taken seriously and dealt with without delay. Incidents should be investigated in the first instance by the class teacher. Support and help is available from the Head teacher and Assistant Heads if necessary.

The incident is then discussed with the bully and he/she is encouraged to empathise with the victim. Support should be provided for the victim and the bully to avoid repetition.

We define bullying as being a persistent, wilful and conscious desire to hurt or frighten another person and we believe that the children at this school are entitled to work and play in an environment free from intimidation and humiliation.

The issue of bullying is covered in the PHSE scheme (SEAL – Anti-bullying week) for each year group and some Collective Worship themes also give the opportunity to promote our policy of zero-tolerance.

All staff should be on the lookout for incidents of bullying and deal with them immediately and firmly. These will include not just incidents of physical harm but could also include instances of damaging or hiding other people’s belongings, isolating people from the class group or spreading rumours or gossip about them. Name-calling and racist remarks are also forms of bullying and are equally hurtful to the victim. Any incidents of a racist nature – verbal or otherwise – must be reported to the Headteacher (or Assistant Heads in her absence) and are to be recorded in the Incident File. Incidents of bullying are also to be recorded.
It is also important to remember that both boys and girls may be the perpetrators of bullying and that within each gender group it is not just the stereotypical bully who may be causing harm.

The Class Teacher will usually be the first point of contact to whom children will report incidents. Children's complaints must be taken seriously and they must not be made to feel that they are just telling tales. If a bullying incident occurs at playtime, the member of staff who has dealt with the incident must inform the Class Teacher of what has happened as will the Supervisory Assistants at dinner time.

We will listen carefully to parents if they claim their children are being bullied and investigate such complaints. We will also inform parents of incidents we consider to be bullying so that firm action can be taken to prevent the child/children from repeating the behaviour. This applies to parents of both victim and perpetrator. Incidents of bullying will also be discussed at Staff meetings so that everyone is aware of how the incident has been handled and co-operate in strategies which may be deployed to deal with the problem. A record of serious incidents and bullying is kept along with the follow-up action taken.

If a child is found to have been bullying then the causes of this will be explored and intervention put in place to support the child in their understanding of the consequences of this and ways of moving forward in their relationships.

**Protective Behaviours**

Encouraging co-operative behaviour is a valuable way of preventing bullying. This is particularly important at playtimes when activities such as singing games and group skipping can be initiated. It is also important to recognise those occasions when children are being particularly kind and caring and to reward them e.g. with marbles, certificates, Birches Green pounds. This is not just confined to the classroom - wherever such actions are observed they will be recognised and rewarded. Children will be taught to go to an adult if they believe they are being bullied. This is done as part of a planned approach through the PHSE curriculum

**All staff are asked to actively promote this policy.**

Policy to be reviewed annually.

Written in consultation with pupils & parents

R. Hughes & L. Harvey         September 2015