

Ocker Hill Infant and Nursery School  
Anti -Bullying Policy including Racist Incidents



Introduction

Name of school: Ocker Hill Infant and Nursery School

Date of Policy: May 2019

Co-ordinator: Heidi Faulkner

Policy Consultation: Curriculum

Review date: May 2021

As stated in the Education Inspections Act in 2006 section 69

Every School must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

The Equality Act 2010 states that schools should

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited in the act.

Ocker Hill Infant and Nursery School is committed to safeguarding and promoting the welfare of children and young people. The school's commitment to deal with issues of bullying is an important part of our commitment to safeguard children. Research shows that children who are affected by poor behaviour or are subject to bullying /discrimination may not thrive academically. Parental and pupil survey results and analysis of behaviour incidents support the view that bullying is very rare within our school community. However we are still committed to continually improving safety, behaviour and the promotion of equal opportunities through our school improvement plan because *'A love of learning gives you wings'*

Aims:

To have a school community which is free from incidents of bullying where all individuals feel safe and confident.

By:

- Defining what we believe bullying is
- Outlining how we identify, report and record incidences of bullying
- Outlining how we respond to bullying incidents
- Outlining the strategies we use to prevent bullying
- Giving children strategies to deal with bullying
- Giving parents guidelines to deal with bullying.
- Outlining monitoring and reviewing arrangements
- Outlining key areas of responsibility and how we consult with all stakeholders
- Ensuring that the school meets its legal obligations

This policy also relates to the following policies:

PSHE and Citizenship

- Behaviour and Discipline
- Single Equality Plan
- SEND and Inclusion
- Child Protection and Safeguarding
- E – safety policy and Acceptable Use Policy

## School Values and Beliefs

- All pupils have the right to feel safe, happy and included
- Everyone has a right to learn and work in an environment where they feel safe.
- Bullying is unacceptable
- Pupils who experience bullying will be supported

## Our Definition of Bullying

The staff, children, parents and governors have been involved in making this policy.

Our definition of bullying is:

Bullying is persistent unkindness; threat or aggressive behaviour by an individual or a group of individuals, towards an individual or group of individuals, which causes harm or the fear of harm.

The DfE definition of bullying as:

‘Behaviour by an individual or group repeated over time, that intentionally hurts and other individual or group either physically or emotionally.

Children and staff have drawn up charters to promise to eradicate bullying where possible from our school – see appendix 2 & 3

Bullying can take lots of different forms and children and young people can be targeted for a number of reasons. Sometimes they don’t realise that what is happening to them is bullying.

- Physical – kicking, hitting, pushing, taking and damaging belongings
- Verbal – name calling, taunting, mocking, making nasty comments, making threats
- Emotional – leaving people out / deliberately ignoring, gossiping, spreading rumours
- Cyber-bullying – bullying using text messages / phone calls, picture / video clip on phones, instant messenger, email, chatrooms, web sites / blogs
- Racist / religious - includes verbal and physical, in addition racist jokes and graffiti, also refusing to play with people from other ethnic backgrounds
- Homophobic - motivated by prejudice against gay, lesbian, bi-sexual and transgender people, includes verbal, physical and cyber bullying
- Sexual / sexist - includes abusive name calling, gestures, comments about appearance, innuendos and propositions
- Special educational needs / disabilities – bullying will focus directly on the disability or impairment of the victim

Adults in school can also be bullied by children, their parents or other members of staff. When an adult is bullying another adult then different procedures will be followed to report, record and tackle these incidents if they arise. Some incidents may involve contacting the police or following disciplinary procedure.

## Identifying, Reporting and Recording Bullying

At Ocker Hill Infant School all staff have been trained to look for signs of bullying. Signs that a child is being bullied could be as follows:

#### Physical signs:

Cuts and bruises with no realistic explanation  
Torn clothing / bags  
Missing belongings  
Physical health may also suffer

#### Emotional signs:

Withdrawn  
Aggressive  
Tearful / easily upset  
Irritable

#### Other signs:

May take a different route to school  
May fake illnesses to get out of school  
Eating / sleeping habits may change  
Change in attainment levels at school  
Using technology less often

If staff members notice anything unusual about how the child presents at school s/he will speak to the child to investigate the matter and reassure the child that it is important to tell us if there is anything that is worrying them so that we can help.

#### Incidents of Bullying.

- School will investigate all reports of bullying taking place in or out of school. School has a duty to inform social services if they feel the bullying may lead to the victim suffering significant harm or seek advice from outside agencies.
- School will support the individuals by providing emotional support by a trained member of staff.
- All incidents of bullying will be reported to the head teacher.
- School will maintain a stringent record keeping system of all incidents.
- School will follow the behaviour policy to implement sanctions and if necessary exclusions.

#### Responding to reports of Bullying.

Sometimes a parent, child or group of children will report bullying. When bullying comes to our attention we will take the following steps:

- Record the incident in as much detail as possible
- Investigate thoroughly by seeing the children separately
- Help the victim to make a safety plan
- Report to the identified person for anti-bullying (Mrs Faulkner/ Mrs Keight )
- Contact parents of both sides

- Follow behaviour policy regarding punishment of the bully/ bullies (stepped sanctions may be appropriate depending on the severity of bullying and whether or not it is the first time it has happened. Punishments may be school based sanctions or a fixed term exclusion)
- Report the incidences to the governors
- Follow up and ensure the victim is safe
- Aim to integrate the bullied child within a group – set up peer / buddy system or circle of friends.
- Start Early Help assessment and implement action plan if necessary.
- Praise the bullying child for positive behaviour in subsequent days
- Track any further actions such as outside agency involvement

**See appendix 1 for parental information and advice on gathering evidence and reporting bullying to school staff.**

### Support for Victims of Bullying

Children who are victims of bullying may be supported in the following ways:

- Peer support/ buddying
- Circle time/ PSHE lessons
- Counselling/ External agency support
- Puppets/ role play – act out how to deal with bullying
- Support at lunchtime by lunchtime supervisors through planned games

### Support for Bullies

Children who are identified as bullies can expect support to change their behaviour after their initial punishment. Some techniques may be:

- Drama / Role play to see how the victim felt
- Work on anger management/ behaviour by external agent
- Draw up a behaviour tracker

### Strategies to Prevent Bullying from Happening

Although it is extremely important to react quickly to incidents of bullying when they are reported, it is also important that as a school we are proactive in supporting teaching the children about their rights, responsibilities, tolerance and acceptance of and celebration of difference. We do this in a number of ways:

- Ensure that we promote an open and honest anti bullying ethos in the school by promoting good behaviour where children take responsibility for each other's emotional and social well- being and include and support each other
- Teach the children about anti bullying in personal, social, health and citizenship education (PSHEC) lessons as well as in focus weeks
- Teach the children regularly about e safety – emailing, chatting on line as well as making safe searches. There is an acceptable use policy in school.
- Continue to make lunchtimes safe and exciting, for all children but in particular for those who feel vulnerable, through organised games led by dinner supervisors, including quiet games for children less inclined to run around.

- Involve the children in making anti bullying pledges, drawing up a charter and designing leaflets and posters as well as power point presentations on anti-bullying.
- Involve the children in peer led interventions such as peer buddying such as a friendship area.
- Anti-bullying is the focus of some assemblies throughout the year
- School offer support through Nurture Group sessions.
- Teachers will bring up anti bullying issues through circle time.
- Ongoing training programme for staff including induction of new members of staff.
- Our school council offers a forum in which concerns about bullying can be discussed on a regular basis.
- Worry monster in every class for children to put photo into the monsters mouth when they feel worried.
- Feelings mirror on display

We take our responsibility for bullying that occurs off the premises seriously. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us about bullying off the school premises we will:

- Talk to the child about how to avoid or handle bullying outside of school
- Talk to the head teacher of another school whose pupils are bullying
- Talk to parents of the children involved
- Talk to the police
- Use the sanctions in our behaviour policy

#### Reviewing the Policy

We will know if our policy is working by biannual questionnaires sent to parents and rigorous termly monitoring of behaviour incidences in school.

This policy will be reviewed every 2 years and the review will involve parents, teachers, governors and children. The review will be led by the led professional for anti -bullying at Ocker Hill Infant School. Overleaf is guidance for parents and children on how to report incidences of bullying.

#### **Information for Parents Anti-Bullying**

##### **Appendix 1**

Parents and families have an important part to play in helping schools deal with Bullying.

- First, discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression
- Second, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect the symptoms of bullying. Contact the school immediately if you are worried.

#### If you suspect your child is being bullied

- Calmly talk to your child about it

- Make a note of what s/he says particularly who was involved; how often the bullying has occurred, where it happened and when it happened
- Reassure your child that telling you about the bullying was the right thing to do
- Explain that your child should inform his/ her class teacher immediately if any more bullying happens
- Make an appointment to see your child's class teacher
- Explain to the teacher the problems your child is experiencing

#### Talking to teachers about bullying

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened. Give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve or problems continue to occur.
- If you still feel worried about the situation speak to the named person for anti-bullying.

#### If your child is bullying other children

• Children may be involved in bullying other children at some time or another. Often parents are not aware.

Children sometimes bully others because:

- They don't know it is wrong.
- They are copying older brothers or sisters or other people in the family that they admire.
- They are being encouraged to bully by their friends.
- They are going through a difficult time and are acting out aggressive feelings.
- They haven't learnt better ways of mixing with people.

### To stop your child bullying others

- Talk to your child, explaining that bullying is unacceptable and makes others unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how to join in with other children without bullying.
- Work with the school to help your child to make better choices about their behaviour.
- Give your child lots of praise and encouragement when they are cooperative or kind to other people.

Ocker Hill Infant and Nursery School.

Children's Anti- Bullying Charter

Appendix 2



In our school we believe...

1. That everyone has the right to feel safe, valued and happy.
2. It is important to consider how our words may upset others, so we use kind words towards everyone.
3. We should look after each other and offer help if someone is feeling upset, worried or lonely.
4. Everyone is special and unique and we celebrate difference in others.

To promote anti-bullying in our school we .....

5. Always follow the school rules.
6. Use kind hands, feet and words towards everyone in our school.
7. Look after each other, share and respect each other.
8. Tell someone to stop if they are treating us in a way we don't like.
9. Tell an adult if we are feeling upset, worried or lonely.
10. Treat others as we would like to be treated ourselves.



Appendix 3  
Anti Bullying Staff Charter  
Ocker Hill Infant and Nursery School



We will work together with children, young people and parents to create a school where bullying is not tolerated.

At Ocker Hill Infant School we will discuss and review our policy every 2 years with the whole school community

We will support staff to promote positive relationships and tackle bullying appropriately.

We ensure that the whole school community knows that all bullying concerns will be dealt with sensitively and effectively; that children and young people feel safe and happy to play and socialise; and that everyone abides by the anti- bullying policy.

We will report back quickly to parents/ carers regarding their concerns about bullying and deal promptly with complaints. We expect parents to work with school to uphold the anti- bullying policy we have all agreed.

We want every child to be able to travel safely to and from Ocker Hill Infant School  
We will agree an acceptable behaviour agreement with our children to apply on their journeys to or from school or when in their school uniform out of school.

We will seek to learn about effective ways to prevent bullying and good practice being used in other places. We will work with local partners to make children feel safe.