

Cottesbrooke Infant School Anti-Bullying Policy

Written

Up dated 2008

Reviewed 2010.

Revised 2012. HT, DH PL

The aim of this policy is to ensure that all our pupils can learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour that affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Although our pupils are aged from 3 to 7 years of age, we do not believe that they are too young to understand issues of bullying, to be bullies or to be bullied ; unless certain behaviours are challenged early, they may well develop into bullying at a later date. Children who have been the victims of bullying behaviour are likely to develop low self-esteem which could lead to further victimisation by other bullies at any time during their school careers unless they are supported and helped to develop attitudes and behaviours to stand up to bullies.

Definitions of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are

Physical – hitting, kicking, theft

Verbal – name calling, racist remarks

Indirect – spreading rumours, excluding someone from social groups

Victims

Pupils who are being bullied may show changes in behaviour such as becoming quiet, shy and nervous, feigning illness, clinging to parents or adults in school or not wanting to come to school. Work may suffer or they may be changes in classroom behaviour.

All children must be encouraged to report bullying in school whether they are the victims or where they see another child being bullied. All reports of bullying whether by a child or a parent **must** be taken seriously and reported to the head teacher who will investigate.

All teaching and support staff must be alert to signs of bullying and must act promptly and firmly against it in accordance with school policy.

Statutory Duty of Schools

Head teachers have a duty under the School Standards and Framework Act 1998

- to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, pupils and parents.

Implementation

The following steps may be taken when dealing with incidents.

If bullying is suspected or reported the incident will be dealt with immediately by the member of staff who has been approached - that member of staff will report the incident to the class teacher. The class teacher will investigate and keep appropriate notes. This may involve observation of the child or liaison with other staff. If this is proven to be a bullying incident the class teacher will complete a "Bullying and Racial Harassment" report sheet which will be logged with the Head Teacher/ Deputy Head. Other staff alerted to watch out for further occurrences.

If the incident is **not** found to be a bullying incident e.g. is not repeated over time or targeted, it will be dealt with in line with the schools Behaviour Policy.

The head teacher's first priority will be to support the **victim**. The victim will be reassured and offered further support and efforts will be made to restore confidence and self esteem.

Where appropriate the head teacher will inform the parents.

Sanctions will be applied to those children who are **bullying**, as appropriate.

This may be;

- Removal of privileges or
- Removal from the playground for a period of time in order that the victim may play safely in the knowledge that the bully is not present.
- Other sanctions may be used as appropriate and with discussion with those concerned

The child/children who have bullied will be helped to understand the impact of their actions on the victim, what happened and why it happened. They will be helped to understand that what they have done is wrong and that they need to change. Parents will be asked to help to change the attitude of the bully.

Both the victim and the bully will be given the opportunity to speak with the school's Learning Mentor.

Parents

Where a parent or carer suspects that their child is being bullied they should be referred to the head teacher immediately.

Curriculum

Within the curriculum, school raise the awareness of the nature of bullying through PSHE, Circle time, Assemblies, taking part in National Anti-bullying Weeks in an attempt to prevent such behaviour occurring.

Monitoring, Evaluation and Review

The school will review this policy annually and assess its implementation and effectiveness. All members of the school community have a duty to ensure that children are protected at all times.

SAE Pastoral Leader 10/10