

Driffield Northfield Infant School

Anti-Bullying Policy

We understand that "A person is bullied when he or she is exposed regularly and over time to deliberate, hurtful behaviour" (Source: DfES) Bullying is a repeated behaviour which harms others who do not have the skills or resources to counter this behaviour.

Definition:

- Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.
- 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:

1. **Physical** (hitting, punching, kicking, pushing, taking or damaging property)
2. **Verbal** (name calling, threatening, mocking, picking on someone, racist remarks)
3. **Indirect** (spreading rumours, excluding someone from social groups, repeatedly 'putting down' someone).

Bullying is more than falling out between friends or peers. Arguments or disagreements that arise from time to time are not bullying but are aspects of life, which we endeavour to help pupils address as part of the growing up process.

Aims

We aim to:

- Maintain an ethos which discourages bullying and unpleasant behaviour towards other pupils in our school
- Deal with any incidents in a positive and sensitive way
- Work closely with children and parents to help deal with issues
- Encourage children to tell someone when they are being bullied
- Ensure all staff, governors, parents and pupils know what the school policy is on bullying and what they should do if bullying arises

Procedures

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- The incident will be discussed with the victim and the alleged bully.
- A clear account of the incident will be reported to the Headteacher .
- Class teachers will be kept informed.
- Parents will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the Behaviour Policy.
- If the situation is relevant to a wider group the incident will be discussed with the class or during 'circle time'.

Staff Responsibilities

- To implement strategies outlined in this policy
- To listen to all parties involved in incidents
- To investigate as fully as possible
- To take appropriate action and inform the Headteacher of the matter and of the action taken
- The Headteacher will act appropriately.
- Ensure everything is logged using the 'Bullying Log' proforma

Staff Training

Staff are encouraged to take full advantage of training to develop their skills and knowledge in this area and to make themselves aware of the contents of this policy. This may be through relevant LA or external provider course, liaising with outside agencies and being familiar with the latest publications and initiatives.

From time to time the school may seek external professional advice to ensure that we benefit from and implement successful practices developed elsewhere.

Strategies

When dealing with any problems we will use a variety of strategies which suit the situation and the children involved. These will include some of the following:

- Increase the vigilance of all adults involved with the children
- Adopt a no-blame policy approach to encourage all children to talk about events
- Listen to children when they tell us about problems
- Talk with parents of children involved and enlist their support when dealing with issues
- If a child is deliberately aggressive, remove him/her from the situation so that others can enjoy their break. Then gradually re-introduce the child to the playground under adult supervision
- Develop a behaviour modification reward system with the child concerned
- Involve other children in supporting the child that feels threatened
- Seek help and advice from outside agencies when necessary

Advice for parents

If you think your child is being bullied:

- Encourage him or her to talk about it, but be patient as your child may be distressed
- Stay calm but show that you are supportive
- Reassure your child that you are sympathetic and will do something about it
- Try to help him or her to see the difficulty as a problem that can be solved
- Ask your child if they can see ways of changing things
- Talk to your child's class teacher and ask for advice on ways that you can help
- Talk to us about bullying and work with us to resolve the situation
- Help everyone to keep a sense of proportion in the situation

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