



## Ascot Heath Infant School

### Anti-Bullying Policy 2018

*"Confident learners in a happy, safe and secure environment"*

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else. All bullying is aggressive; verbal, physical or psychological. Not all aggression is bullying.

#### **Aims**

Bullying is wrong and damages individual children. At Ascot Heath Infant School we do all that we can to prevent it by developing a school ethos in which bullying is regarded as completely unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

All children learn about their rights and the need to respect the rights of others' and their personal responsibilities. The school values; Respect, Responsibility, Perseverance, Empathy and Curiosity are taught explicitly and are implicit in our school ethos.

The policy has been devised to consider the role of assessment within all subject areas, whilst remaining manageable and achievable. This policy cross references with other subject policies.

Learning and Teaching

Behaviour

Disability Equality Scheme

Equal Opportunities

Inclusion

Safeguarding

Special Educational Needs

EYFS

E-Safety

#### **The Role of Governors**

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Head Teacher keeps accurate records of all incidents of bullying and reports to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body will notify the Head Teacher and ask her to conduct an investigation into the case and to report back to a representative of the governing body.

## **The Role of the Head Teacher**

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head Teacher may decide to use assembly as a forum in which to discuss with other children why the behaviour is wrong, and the impact of the behaviour on an individual and the whole school community.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher sets the school ethos of mutual respect and responsibility, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## **The Role of the Teacher**

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school. Any incidents of bullying behaviour must be reported to either the Head Teacher or Deputy Head who will speak to all children involved and inform the children's parents.

If teachers become aware of any bullying taking place between members of a class, it will be dealt with immediately using the sanctions stated in the Behaviour Policy.

Teachers attempt to support all children in their class and to establish a climate of trust, responsibility and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

## **The Role of Parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

## **When bullying is reported**

If an incident of bullying is reported by a parent, a child or a member of staff the Head Teacher will:

- Speak to all children involved and give the victim strategies to deal with the situation and the aggressor will have a suitable punishment, this may be missing playtime, removal to HT office, writing letters of apology to the victim.
- All relevant staff will be alerted and asked to observe behaviours closely in all areas of school.
- The Family Support Advisor may initiate Social Skills sessions.
- If the situation continues the Head Teacher or Deputy Head will speak to the parents of both the victim and the aggressor to discuss the situation.
- Head Teacher and class teacher to report back to parents of the "victim". Parents will be advised to contact school again if their concern persists.
- Strategy plan devised/implemented/evaluated.
- In more extreme cases, for example where these initial discussions have proven ineffective, the Head Teacher may contact external support agencies such as Behaviour Support Team or social services.

### Monitoring and review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they will review its effectiveness annually. They will do this by examining the school's incident book, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

### Document Management and Control

Initial Issue Date:	September 2010
Last reviewed / Revised:	September 2018
Date of Next Review:	September 2021
Reviewed By:	Catherine Bates & Laura Barrett on behalf of FGB
Agreed & Adopted By:	FGB 24 Sept 2018
Amendments Made at Last Review:	<b>Sept 2018:</b> Amended header to standard format. Minor spelling/format changes made.  Added statement cross referencing this policy to other school policies.  Added footer

## Anti-Bullying Guidelines

The nature of bullying means that it often takes place "secretly" in places where supervision is not constant e.g. toilets, cloakroom areas, less visible areas in the playground or out of earshot of teachers and other adults. This means that everyone needs to be vigilant:

- Check toilets as you go by
- Check cloakroom areas, particularly at play and lunchtimes
- Listen to the children
- Observe the children's behaviour and friendship patterns
- Never ignore aggressive behaviour - to ignore it is to condone it!

The sort of atmosphere that we want in our school is characterised by kindness, friendliness and tolerance. There should be respect for others and every child should feel safe and secure.

### What should the child do?

1. Tell a teacher, they will report it and every incident will be investigated.
2. Be assertive- try to stick up for yourself.
3. You should not keep it a secret and you should not be ashamed.
4. Do not think that only violence is bullying - hurtful whispering or ostracizing is very upsetting and can make children miserable.

All children are taught:

**"STOP IT, I DON'T LIKE THAT!"** (hand held up)

The word "Bully" is rarely used as it can be a pejorative term and we only use it in cases of "real bullying" not when children fall-out. Strategies for social relationships are taught and discussed in PSHE lessons. Each class has a "Bubble" where children can put a peg to discuss a worry with a teacher.

The school takes part in Anti-bullying week each year. The term BLUE (Be Lovely and Understanding to Everyone) is used.