

# Patcham Infant School

# ANTI- BULLYING POLICY



## **Joint statement with Patcham Junior School.**

Patcham Infant and Patcham Junior School will work together to ensure that we provide a safe, secure and happy learning environment for all our children. We will adopt preventative strategies that are common to both schools and will ensure that any incidents that are perceived as bullying (as defined in our school policies) are dealt with in a consistent manner throughout both school communities.

Our vision: **We dream, we aspire, we thrive. Powerful learning for Life.**

The core guiding principle that lies at the heart of everything we do at Patcham Infant School and Nursery Class is to encourage and develop personal responsibility among all members of our community. We believe in empowering children to take control of their own learning and their own lives so they know how to make good choices and also have the ability to thrive in a fast-moving, ever-changing world (Culture for Learning Policy).

## INTRODUCTION

### WHAT IS BULLYING?

*Bullying is where some kind of threat or violence (emotional, mental or physical) takes place, leaving a child or adult disempowered. Bullying is usually directed against one specific person or small group. It is generally regarded as a **deliberate and repeated act or systematic behaviour.***

Bullying affects everyone, not just the bullies and victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out on its own without intervention. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child be able to benefit from the opportunities available at the school.

At Patcham Infant School we believe that all its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

### WHY IS AN ANTI-BULLYING POLICY NECESSARY?

We believe that everyone has the right to learn and work in a supportive, caring and safe environment to feel safe without the fear of being bullied.

All institutions, both large and small, contain some pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. Our school also has clear policies on Behaviour and a detailed and carefully planned programme of PSHE where the development of social skills are taught and children learn strategies for keeping themselves safe.

Throughout the school year assemblies, PSHE discussions and stories provide opportunities for children to explore issues around bullying from the perspective of both the perpetrator and the victim. It is also made clear that any form of bullying is unkind and hurtful and will not be tolerated. Through these planned activities children are made aware of what bullying behaviour is and what to do if they are bullied or know someone else is being bullied.

As a school it is important that we have a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be investigated thoroughly and dealt with firmly, fairly and promptly.

## OTHER POLICIES RELEVANT TO THIS ONE

This policy relates to several others and should be read in conjunction with them. These are:

Culture for Learning – Behaviour Policy  
Single Equalities Policy and Disability Equality Scheme  
Equal Opportunities Policy  
PSHE Policy and scheme of work

## DISABILITY EQUALITY

Patcham Infant School is committed to promoting Disability Equality. When considering allegations of bullying, we will maintain our 'zero tolerance' stance. However, when planning sensitive and appropriate support to alleged victims and perpetrators, staff will make reasonable adjustments to promote equality of opportunity between disabled and non-disabled pupils. In preventing bullying and promoting good relationships this could include devising individual support programmes, helping behaviour management through visual symbols or prompts, adapting behavioural expectations, reward systems or sanction criteria, differentiating the language we use or the degree of physical support.

### WHAT IS BULLYING?

*Bullying is where some kind of threat or violence (emotional, mental or physical) takes place, leaving a child or adult disempowered. Bullying is usually directed against one specific person or small group.*

Bullying can occur through several types of anti-social behaviour. It is generally regarded as a **deliberate and repeated act or systematic behaviour** and can be:

a) PHYSICAL

A child can be physically punched, kicked, hit, spat at, etc.

b) VERBAL

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

c) EXCLUSION

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends. This can sometimes be quite subtle but nonetheless very damaging to confidence and self-esteem.

d) DAMAGE TO PROPERTY OR THEFT

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

### WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

**Remember that your silence is the bully's greatest weapon!**

- a) Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- b) Be proud of who you are. It is good to be individual.

- c) Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- d) Stay with a group of friends/people. There is safety in numbers.
- e) Be assertive - shout "**Stop it. I don't like it**" Walk confidently away. Go straight to a teacher or member of staff.
- f) Generally it is best to tell an adult you trust straight away. You will get immediate support.

All adults in school will listen and take you seriously. They will deal with bullies in a way which will end the bullying and not make things worse for you.

#### IF YOU KNOW SOMEONE IS BEING BULLIED

- a) TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

#### AS A PARENT

- a) Look for unusual or changed behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- c) If you feel your child may be a victim of bullying behaviour, **inform the School IMMEDIATELY**. Your complaint will be taken seriously and appropriate action will follow.
- d) It is important that you advise your child not to fight back. It can make matters worse! Always encourage them to tell an adult immediately there are problems.
- e) Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- f) Make sure your child is fully aware of the School Policy concerning bullying, and that they are not afraid to ask for help.

#### AS A SCHOOL

- a) Celebrate Friendship Week annually to promote a positive culture towards relationships and develop an understanding of bullying and strategies to prevent it.
- b) Use any opportunity to teach about strategies to deal with bullying, discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme, through assemblies and the ongoing encouragement of an open and inclusive ethos.
- c) Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at play and lunchtimes, develop an open and supportive culture where good relationships are modelled at all levels.
- d) Deal quickly, firmly and fairly with any complaints or allegations, investigating thoroughly, recording all information accurately and dispassionately and involving parents and other children where necessary.
- e) Monitor and review the effectiveness of this policy annually.
- f) All staff will maintain a firm, fair and consistent approach to discipline in line with agreed policy. Our school rules are few, simple and easy to understand.
- g) Not use teaching materials or equipment which gives a negative or stereotyped view of any group because of their ethnic origin, sex, etc.

- h) Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes talking in PSHE about what friendship really is and how you can handle and manage different types of conflict constructively.
- i) Encourage everyone in school to treat each other with care and respect.
- j) We will treat bullying as a serious offence and take every possible action to eradicate it from our school.
- k) Make time to investigate allegations thoroughly – especially the more subtle forms that may be occurring within a group of friends.
- l) Always be on the look out – OBSERVE and LISTEN
- m) Be particularly mindful of issues that may involve disabled pupils, particularly those who may find communication difficult. Staff should seek advice about how to effectively elicit communication from these pupils so that their voice is heard.

### **ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED OR REPORTED**

At Patcham Infant School we promote the idea of being a "Telling School" in order to help eliminate bullying within our community. The school and parents must work together closely and follow this principle. If bullying is suspected or reported we talk to the alleged victim, the alleged bully(ies) and any witnesses. We also talk to the parents of all children involved. If any degree of bullying is identified, the following action will be taken:

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the **victims** in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher or adult of their choice. Ensure that methods are found to enable any children with communication difficulties to give information
- by informing their parents/guardians promptly
- by monitoring them closely and offering continuing support when they feel they need it
- by arranging for them to have a special buddy or adult to be with them at play times and lunchtimes for as long as is needed
- by taking one or more of the seven disciplinary steps described below to prevent more bullying

We also discipline, yet try to help the alleged **perpetrators** in the following ways:

- by talking about what happened, to discover why they became involved
- informing their parents/guardians and investigating how we can best support the and their child
- enlisting the support of external agencies in drawing up a pastoral support plan
- by continuing to work with them in order to change behaviour and attitudes as far as possible.

In the event of no progress and as a **last resort**, by taking one or more of the disciplinary steps described below.

### **DISCIPLINARY STEPS**

1. They will be warned officially to stop offending.
2. Informing the bullies' parents/guardians.
3. They may be internally excluded from their classmates for a set period of time
4. They may be excluded from the school premises at break and/or lunch times.

5. We may arrange for them to be escorted to and from the school premises.
6. If incidents persist, perpetrators may be excluded for a fixed period (one or two days).
7. If they then carry on they will be recommended for exclusion for a longer fixed period (up to five days) or an indefinite period pending procural of additional support.
8. If they will not end such behaviour, they will be recommended for permanent exclusion.

As a last resort and when considering any type of exclusion, we will abide by the nationally agreed procedures.

### **Working Together in partnership.**

If bullying is reported or suspected in one particular class within school, the HT will work with the class teacher to put in place specific strategies with the class to help them understand what has happened. This might include, circle time, stories, drama or role play. This would enable the children to develop an understanding of what has happened to their fellow pupils and to think about how they can stay safe and help others to stay safe. These specific interventions would help the children to understand the feelings of the victim and the perpetrator. It would allow the children to voice their concerns and feel supported during what could be a sensitive time.

As a school if we suspect any type of bullying has occurred we will **immediatley** ring the parents involved of the victim and ask them to come in to talk to the Headteacher about the incidents and what the next steps were. We would then also arrange a time to speak to the parents of the child who had been accused of bullying, to inform then about what has been happening at school and what the next steps are.

At the same time the Headteacher would be putting into practice the principles of this policy: ie; ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

It is important that both the school and families within the school community communicate immediately with the other party if there are any concerns about bullying.

### **BULLYING AMONGST STAFF**

Any behaviour that threatens or undermines colleagues is unacceptable and should be reported to the head teacher or the chair of governors if the headteacher is the perpetrator.

### **BULLYING BY PARENTS**

We expect that all relationships are conducted in a mutually respectful and courteous manner. This is included in our home school agreement. Any instances of aggressive behaviour from a parent towards a member of staff should be reported to the head teacher immediately who will seek appropriate guidance.

### **MONITORING AND REVIEW**

The implementation of this policy will be monitored by the school's senior leadership team and reported to the Full Governing Body. The policy will be reviewed every 2 years.

Compiled by: Headteacher June 2018
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To be revised 2020
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