

# Shadsworth Infant School



## Anti-Bullying Policy

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## Anti-Bullying Policy

### Overview:

The Governing Body and staff at Shadsworth Infant School are firmly opposed to all forms of bullying. Each pupil has a right to enjoy an education free from fear and distress.

All members of the school are working towards our school motto, 'caring and sharing' and the school will act firmly and promptly in cases of bullying.

### Objectives

- To raise awareness of bullying and create a school ethos which encourages children to disclose and discuss incidences of bullying behaviour.
- To bring about conditions in which bullying is less likely to happen in the future.
- To reduce and, if possible, to eradicate instances of all type of bullying.
- To clarify the reporting processes.
- To prevent, de-escalate and/or stop any continuation of harmful behaviour.
- To react to bullying incidents in a reasonable, proportionate and consistent way.
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil.
- To provide support for the perpetrator whilst developing strategies to enable perpetrators to be accountable for the behaviour.

### What is bullying?

Bullying will be defined by different people in different ways, therefore it is important to have a common definition on bullying, which everyone in school understands and accepts.

Bullying can be defined as "deliberately hurtful behaviour, repeated over a period of time and involves an imbalance of power, leaving the victim feeling defenceless."

or a more child friendly definition could be described as,

*"Behaviour which can cause unhappiness to another child in the school and is repeated"*.

This will include name-calling, swearing and insulting a child's family, as well as physical acts. This includes cyber bullying and indirect acts which exclude people from groups and spreading hurtful and untruthful rumours.

The main types of bullying can be identified as:

- **Physical** - kicking, hitting, pushing, taking belongings
- **Verbal** - name calling, taunting, making offensive comments
- **Indirect** - excluding people from groups, spreading hurtful and untruthful rumours
- **Cyber bullying** - the use of text messaging, emailing, videoing and internet usage deliberately to upset someone else.

### Bullying or falling Out?

Research by Childline has shown that the bully tends to focus on the younger, smaller, timid child whom they perceive as different. A "bossy" child will boss whoever is around at the time and will, in time, grow out of their bossiness as they become more self-controlled and learn social skills of negotiation and compromise. By contrast, the bully increasingly relies on force and threat.

**There are instances when children disagree and fall out, resulting in name-calling and telling tales. Such behaviour, while unacceptable, does not constitute bullying.**

### Cyber bullying

This can be defined as the use of information technology, particularly mobile phones and the internet, deliberately to upset someone.

These methods should be sustained over a period of time to be seen as bullying. This may take various forms; threats can be sent through the use of mobile phones. Unwanted text messages, email, comments on websites, social network sites or message boards.

### Homophobic bullying

Homophobic bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

**It is a legal obligation to report a single incident of racist, homophobic or sexual harassment bullying.**

## **Recognising signs of bullying**

Someone who is being bullied may:

- be frightened of walking to or from school
- change the route to school
- be unwilling to go to school
- regularly have books or clothes damaged
- have possessions 'go missing'
- begin doing badly in school work
- have unexplained bruises, scratches, cuts
- become withdrawn or start stammering
- have noticeable and prolonged changes in mood
- refuse to say what is wrong
- lose appetite, or start overeating
- cry himself/herself to sleep or have nightmares
- attempt or threaten to harm him/herself

## **Strategies to Combat Bullying**

Staff must investigate each and every incident or complaint. Often, if it is not bullying, it can be sorted to everyone's mutual satisfaction. The emphasis should be on vigilance by staff and other adults to ensure that bullying, does not take place. It is vital that all allegations of bullying are taken seriously and action is taken. Very often, to bring such incidents to the attention of an adult has taken great courage on the part of the victim. To have the incident dismissed or forgotten about can give the message that bullying is acceptable or not important.

It is important for both victims and witnesses to recognise that the notion of "telling" is not "grassing". Silence and secrecy nurture bullying.

There is no typical "bully" and it is important that we do not have any preconceptions, or we may not recognise incidents of bullying. However there are typical characteristics of bullying:

- Bullies tend to have assertive, aggressive attitudes over which they exercise little self-control.
- Bullies tend to lack empathy - they cannot imagine how the victim feels.
- Bullies tend to lack guilt - they rationalise that the victim somehow deserves to be bullied.

- A successful bully will carry on bullying.

Where bullying does occur, adults must ensure that the victim is supported. As a school we encourage children to speak out. If a child has the courage to speak out we should take steps to stop the bullying from continuing.

Whilst at Shadsworth Infants we accept that those who bully need our help, they must learn to accept the consequences of their actions. If necessary, parents will be invited to discuss incidents with the Head teacher and a constructive plan of action will be drawn up.

Bullying is discussed with children during PSHE, Circle Time and class and whole school assemblies, so that all children are aware what bullying is and that it will not be tolerated.

## **How we prevent bullying in school?**

### **Prevention of bullying**

We see that preventing bullying taking place is an affective way to ensure bullying is kept to a minimum. Strategies to do this include:

- Establishing an ethos that promotes tolerance and respect, including respect for difference and diversity
- Agreeing on an anti bullying policy with all stakeholders, that embrace and promotes tolerance and respect
- Setting and communicating clear standards of behaviour
- Having clear procedures for staff and pupils to report incidents of poor behaviour
- Providing regular training for staff and the induction of staff
- Promotes an ethos of positive behaviour or relationships are developed and reported
- Collaborating with the appropriate outside agencies.

### **Guidance for all staff**

At Shadsworth Infant School we aim to combat bullying through

- Encouraging victims to report incidents
- Taking action
- Monitoring those identified at risk
- Working with children to make bullying unacceptable to all

- Modelling positive relationships between adults.

If you come across bullying or in cases of reported bullying

- Remain calm - you are in charge
- Take the incident or report seriously
- Investigate fully and take action as quickly as possible
- Reassure the victim and offer help
- Encourage the bully to see the victims point of view
- If appropriate, the bully needs to realise the consequences of their actions. This should ensure accountability by;
  - Impressing on the perpetrator how they have behaved and how that behaviour is not acceptable.
  - Deter from repeating this type of behaviour.
  - Signals to people that this behaviour is unacceptable.
- Explain clearly the punishment being given and why it is being given.
- Incident would be reported to the Head Teacher and recorded in the incident log.

If bullying is persistent, then the Head teacher will inform the child's parents and a joint plan of action will be drawn up. Often the bully needs as much support as the victim.

### **Content of the anti bullying programme in school**

This is covered in the PHSE scheme of work in Nursery, Reception and Year1 it is studied under the heading of Friendship. In Year1/2 study bullying looking at the differences between bullying and falling out.

We can also address anti bullying issues through:

- Creative learning days: Anti-bullying/friendship week
- Circle time activities
- Whole school assemblies
- Multi agency working
- PSHE
- SMSC

## **Role of the head teacher and the Governing body**

The school will fulfil its legal duty of care to ensure its pupils do not come to harm. This includes the reporting of all bullying incidents which have been identified as such, using the policy definition including racial and homophobic bullying incidents. This reporting is done by the head teacher to the governing body on a termly basis. The Borough individual reporting forms are sent to the community cohesion team. (incl. nil returns).

The definition of bullying is used as a guide to schools when reporting all bullying incidents. The school regularly monitor incidents of bullying and report to the governors every term.

## **Confidentiality**

All incidents of bullying are reported in full confidence and all individuals involved should work together to overcome the issues. This is achieved by the following strategies:

- Incidents can be reported confidentially
- That all involved in the incident are listened to empathetically by professionals, parents/carer and peers
- Victims of bullying are encouraged to report what has happened
- Victims are reassured that it is not their fault and that they build resilience skills for future life
- Professionals work in collaboration with parents/ carers when appropriate
- Schools include a procedure for parental complaints in their anti bullying policy.

## **Policy scope and coverage**

This policy covers all incidents of bullying when children are in our care e.g. school site, school web sites, extended school programmes and school transport.

## **Reviewing and monitoring the policy**

The school will monitor and evaluate bullying by:

- Keeping records of all the incidents
- A range of data from pupil surveys
- Parental complaints
- Information and evidence collected for the Healthy school Programme (emotional health and well being)
- Discussions at staff meetings.



## **Appendix 1**

### **Guidance for Children**

Children need to be aware of the nature of bullying

If a child, is consistently upset by bullying they should tell a child or adult (Class Teacher, Classroom Assistant, Welfare Assistant Head teacher or parent)

They need to trust that their problem will be dealt with and the abuse stopped.

### **Guidance for Parents**

If a child reports incidents of bullying at school, parents should report the incidents to their child's class teacher who will record the incident in the school Bullying Incident Book along with any action taken.

The school will endeavour to have open and supportive communication with parents in relation to anti bullying incidents. Parents who are concerned that their child is being bullied, or who may suspect that their child may be a perpetrator of bullying, should contact the class teacher immediately. Parents have a responsibility to support the schools anti bullying policy and to actively encourage their child to be a positive member of the school.