

Lindley CE Infant School

Anti-Bullying Policy

December 2016

Name of Policy Writer/Amendments	Date Written/Amended	Next Review Date
N Beaumont	June 2013	June 2014
	June 2014	June 2015
	February 2016	November 2016
	December 2016	November 2017

Learning Together: Achieving Together

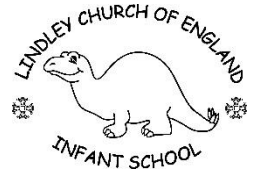


Respect
Friendship
Trust

Our school is an inclusive community.
It is a place where everyone is valued and all achievements are praised, celebrated and encouraged. All children are inspired to develop their unique God given talents in a safe, happy and caring environment.

Aims:

- *Through a strong set of Christian values, children and adults are encouraged to respect themselves. They are taught to respect the rights and needs of others, thereby equipping them with the skills and attitudes to become successful global citizens of the future.*
- *To support children in developing a reflective approach to life and sensitivity to all God's creation by providing an awareness and experience of the living Christian faith through our strong Christian ethos.*
- *To support all children in reaching their full potential by providing a personalised education.*
- *To treat everyone with equality and fairness*
- *To have high expectations in a secure, friendly and caring atmosphere that rejoices in effort and success but where it is safe to make mistakes.*
- *To provide children with excellent learning experiences ensuring that learning is fun and exciting.*
- *To promote the health and well-being of our pupils and staff through a well planned, creative curriculum in an environment that promotes healthy lifestyle choices.*
- *To encourage and value the contributions that adults make to the education and care of our children.*
- *Through our firm Christian foundation we encourage the school and wider community to work together in partnership, promoting community cohesion whilst strengthening and enriching the life of the school.*



INTRODUCTION

Lindley CE Infant School is an educationally inclusive school where the learning and teaching, achievements, attitudes and well-being of every young person matter.

EQUAL OPPORTUNITIES

The governors and staff are committed to providing the full range of opportunities for all pupils, regardless of gender, disability, ethnicity, social, cultural or religious background. All pupils have access to the curriculum, and the right to a learning environment which dispels ignorance, prejudice or stereotyping.

Principles and Values

It is a principal aim of our Church of England School to prepare the children for the opportunities and responsibilities of life by providing equal access to a high standard of education within a caring Christian environment. Our school is a community in which behaviour is based on valuing diversity with mutual respect and consideration for others. Children are taught to respect and value themselves as well as others. However, occasionally some children may experience bullying behaviour and the effect can be very upsetting. We strive to ensure that all instances are dealt with appropriately. We regard bullying behaviour to be contrary to Gospel values and the School's core Christian Values of:

RESPECT FRIENDSHIP TRUST

Statement of intent

Summary of the UN Convention of the Rights of the Child for young children Article 19:

Children should be safe from harm. No child should be hurt by a grown-up or a child. The prime responsibility for all members of the school community is to report incidents of bullying, and concerns they may have that someone is being bullied.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell a member of staff or a trusted adult and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell an adult.

This policy has direct links to the Behaviour Policy and the Safeguarding Policy.

<http://www.lindleyinfantsch.org.uk/content/pages/documents/1425334701.pdf>

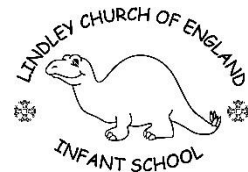
<http://www.lindleyinfantsch.org.uk/content/pages/documents/1449753197.pdf>

Definition of Bullying

A careful distinction needs to be made, at all times, between childish disagreements and bullying.

- Bullying is the wilful, conscious desire to hurt, threaten or frighten, with the bullies exerting some power over the victim. This 'power' might be due to greater physical strength, greater numbers or strength of personality.
- Bullying is pre-meditated and usually forms a pattern of behaviour rather than an isolated incident.
- Bullying may take the form of physical or verbal violence, intimidation or exclusion. Any behaviour which is the consistent, illegitimate use of power in order to hurt others is bullying behaviour.

Bullying may be defined as "Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally".



Bullying can take place between:

- pupil (s) to pupil(s)
- pupils on staff
- staff on pupil
- staff on staff

Bullying can be face-to-face, indirectly or using a range of cyber bullying methods.

Bullying can be:

Emotional being unfriendly, excluding, tormenting(eg hiding toys, threatening gestures)

Physical pushing, kicking, hitting, or any use of physical violence, damage to belongings

Racial racial taunts, graffiti, gestures that makes a person feel marginalised

Sexual unwanted physical contact or sexually abusive comments

Homophobic because of, or focussing on the issue of sexuality

Verbal name calling, insults, spreading rumours, sarcasm, nasty teasing

SEN / disabilities may be affected by negative attitudes to their disabilities or appearance due to health conditions.

Purpose of the Policy

The purpose of this policy is to produce a consistent school response to any concerns raised over bullying incidents that may occur so that appropriate can be taken. Bullying is wrong and damages individuals and the whole school community. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying will not be tolerated.

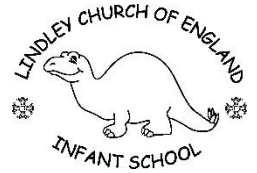
Aims

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 prevention of bullying in our school.

- To create a safe and secure environment where all can learn without anxiety.
- All governors, staff, pupils and parents should have an understanding of what bullying is.
- All governors and staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

The Role of Governors

The Governing Body supports the Headteacher in all attempts to prevent bullying in 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 Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors any incidents of bullying and the effectiveness of school anti-bullying strategies.

The Role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying policy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use Collective Worship as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

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

The Headteacher sets the school climate of mutual support and praise for success, 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 School Council discusses ways of preventing children being bullied by others.

The role of teachers and all support staff.

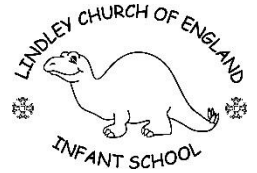
Staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They are quick to report any incidents to the Headteacher.

If staff witness an act of bullying, they immediately support the child who is being bullied. If a child has been bullied on more than one occasion then, after consultation with the Headteacher, the teacher informs the child's parents. Discussion with the parent is at the discretion of the Headteacher depending on the severity of the incident.

A bullying log is kept in the headteacher's office where we record all incidents of bullying that occur, either in or near the school, or on the children's way home or to school. If any adult witnesses an act of bullying, they should report the incident to the Headteacher on a critical incident form.

For non-criminal bad behaviour and bullying which occurs off the school premises and which is witnessed by a staff member or reported to the school, staff will investigate the behaviour and communicate this with the children's parents. When relevant, we will monitor the situation in school and deal with any repercussions in school following the usual school's policies and procedures. (See Behaviour Policy)

If teachers become aware of any bullying taking place between members of a class they deal with the issue immediately. If a child is found to be involved in bullying other children, teachers inform the Headteacher. The Headteacher invites the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies.



Staff routinely discuss the best strategies for dealing with bullying and this enables them to become equipped to deal with incidents of bullying and behaviour management.

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

The Role of Parents/Carers

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.

Teachers and the Headteacher take all reports from parents about bullying very seriously and act on it swiftly. Parents are offered follow up appointments in school to ensure that they are satisfied with the way in which staff have dealt with the report.

Parents who are concerned that their child may have been bullied, or who suspect that their child may be the perpetrator of bullying, should initially contact the class teacher and then the Headteacher. If the concern remains, they should contact the school Governors. If these discussions cannot resolve the problem a formal complaints process can be implemented.

<http://www.lindleyinfantsch.org.uk/content/pages/documents/1425335036.pdf>

The Role of Pupils

- We want our pupils to feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn.
- Our pupils will be involved with parts of the monitoring and review of the anti-bullying policy and strategies through School Council.
- We want our pupils to feel that they are supported in reporting incidents of bullying and reassured that action against bullying will take place.
- Pupils have a responsibility to report any incidents of bullying to a known trusted adult in school and know that this will be dealt with.

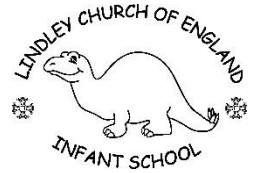
We expect that pupils:

- will not bully anyone else, or encourage and support bullying by others
- will tell an adult if they are being bullied, either a member of staff or a parent as soon as possible.
- will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied.

Pupils must recognise that being a "bystander"/ "witness" is not acceptable and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

The way the school works to prevent bullying is to use the following strategies:

- Implementing the Behaviour policy
- Ensuring all pupils are aware of the school rules and how they can help to keep them.
- Use of Golden Certificates to reward pupils for keeping the rules.
- Circle Time activities to give all pupils opportunities to communicate and discuss issues in a safe environment.
- Use of curriculum opportunities in PSHE and Citizenship
- The Social and Emotional Aspects of Learning (SEAL) programme.



- Raise awareness through activities to highlight Anti-Bullying Week in November of each year. Provide advice sheets for pupils parent and staff.
- Reading stories about bullying or having them read to a class or assembly
- Class discussions prior to the School Council Meetings.
- An open door policy in the school.
- Encourage an atmosphere where children know they can talk to someone when they are worried.
- Buddy Systems through Circle of Friends activities.
- Constantly updating and improving the school environment and systems
- Home/school action plan to support improvements to behaviour.
- Home/school behaviour book.

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.

This anti-bullying policy is the Governors' responsibility and they review its effectiveness and update the policy every year in line with school's behaviour policy. The Governors may review the policy earlier than this if the Government introduces new regulations, or if the Governing Body receives recommendations on how the policy might be improved.

Support Organisations: Kidscape 0207730 3300
 Childline
 NSPCC