



EASTFIELD INFANTS' & NURSERY SCHOOL LACEY GARDENS JUNIOR SCHOOL



ANTI BULLYING POLICY

1. INTRODUCTION

1.1 Bullying behaviour is always unacceptable and will not be tolerated at our schools because:

- It is harmful to the person who is bullied as well as to those who engage in bullying behaviour
- It interferes with a pupil's right to enjoy his/her learning and leisure time
- It is contrary to the school's aims and values

1.2 This Anti-Bullying Policy applies to all pupils and staff at Eastfield Infants' and Nursery School and Lacey Gardens Junior School irrespective of their age.

2. AIMS

2.1 It is recognised that all schools are likely to encounter problems with bullying at some time. Our schools regard bullying as particularly serious and firm action will always be taken against it.

The aims of this policy are to:

- Maintain and promote a positive and inclusive culture among all pupils and staff
- Deter bullying behaviour by detecting it when it occurs and responding appropriately on a case by case basis which may lead to disciplinary sanctions and if necessary, expulsion
- Produce a consistent response by the school to any bullying incidents that may take place
- Comply with the school's duties under the Equality Act 2010

3. RESPONSIBILITY

3.1 It is everyone's responsibility to ensure that no-one becomes a victim of bullying and to report any suspected incidences of bullying behaviour. We expect all members of the school community to comply with this policy and work towards an inclusive, kind school culture with positive attitudes towards people with disabilities and towards ethnic cultural and linguistic groups within and outside the school. Discriminatory words and behaviour should always be treated as unacceptable.

4. DEFINITION OF BULLYING

4.1 Bullying is aggressive or insulting behaviour by an individual, or a group of individuals that intentionally sets out to hurt or harm another individual or group of individuals. The hurtful behaviour may be repeated over a period of time and, if allowed to continue in the social context of a school, can become an established and

accepted form of behaviour, thus making it extremely difficult for victims to defend themselves. It can take various forms:

- Physical – for example fighting, damaging or hiding someone's clothes or belongings
- Psychological – for example excluding someone for a group, activity or place, aggressive name calling, cyber bullying (eg. via social networking websites, phone calls, text messages, photographs or emails) or unpleasant remarks or actions

Bullying may also be:

- Racist, or relating to someone's religion or culture
- Sexual (ie. Talking to or touching someone in a sexually inappropriate way)
- Sexist – related to a person's gender or gender reassignment
- Related to someone's sexual orientation (eg. homophobic bullying)
- Related to someone's disability, special educational needs, learning difficulties, intellectual ability, health or appearance
- Related to pregnancy or maternity
- Related to someone's home circumstances

4.2 Intention: Any behaviour which a reasonable bystander would say was calculated or intended to hurt or upset the victim is wrong, and may well constitute bullying. However, not all bullying is deliberate or intended to hurt. These forms of bullying are equally unacceptable and it is not a justification for a bully to say that he/she does not believe the victim is upset or hurt by his/her actions. It may however be that the bullying behaviour is not malicious and can be corrected with advice without the need for disciplinary sanctions.

5. PREVENTING BULLYING

5.1 The schools are committed to promoting positive values of mutual respect and concern and to take action to prevent bullying in a wide range of contexts. At our schools we use circle time and PSHE sessions to develop children's understanding of bullying. Through these activities as part of the curriculum children will develop awareness of difference including:

- Special educational needs and disabilities
- Race, culture and religion
- Gender
- Differences in family and lifestyle including homosexuality

Other activities may include:

- Learning about the school's values
- Writing stories or poems or drawing pictures about bullying
- Reading and sharing stories
- Role play
- Class discussions including class council
- Annual children's survey in Key Stage 2 and monitoring PSHE

6. EDUCATION

6.1. The Schools ensures that a variety of measures are taken throughout the year to educate pupils about bullying and this policy. Pupils are taught that bullying will not be tolerated at the school and how to promote positive attitudes as well as how to share problems and raise concerns. Measures include:

- Annual Friendship Week/Anti Bullying Awareness Week
- Personal, Social and Health Education (PSHE)
- Anti-Bullying messages in assemblies

7. REPORTING BULLYING COMPLAINTS

7.1 Pupils – A pupil who is being bullied, or who is worried about another pupil being bullied should inform a suitable person straight away and can do so in several ways. He/she can tell his/her teacher, other member of staff or his his/her parents/carers.

Parents/Carers: Parents/Carers are asked to let the school (normally the class teacher) know directly if they have any cause for concern, either on behalf of their own children or because of rumours about others.

Any member of staff who becomes aware of any bullying behaviour should inform the Executive Head Teacher without delay (in accordance with the procedures set out below.)

8. PROCEDURES, ASSESSMENT AND INVESTIGATION

8.1 In the event of an instance of bullying being observed or reported, the member of school staff must respond quickly and sensitively and ascertain the facts from the victim whilst offering support, reassurance and advice. All information gathered, or observed, will be logged in the school's bullying log, and passed to the Executive Head Teacher before the end of the school day where possible. The Executive Head Teacher, Heads of School or SENCOs, will investigate the incidents described, and record the findings.

8.2 The investigation will consider:

- The nature of the incident
- Whether the incident is a 'one off'
- Whether the incident involves any other individuals or a group of pupils
- Whether physical injury has been caused
- Who needs to be informed (including the parents/carers, designated member of staff for child protection etc)
- Whether there have been any misunderstandings
- Whether the complaint is justified in whole or in part
- Whether any further action needs to be taken, and if so what action is appropriate

8.3 Resolving the incident after an investigation:

Once investigated, and if a complaint is upheld the school will make every effort to resolve the problem and prevent any further occurrences. The range of responses will include one or more of the following:

- Advice and support for the victim and, where appropriate, establishing a course of action to help the victim including support from the school counsellor or external sources where appropriate
- Advice and support for the perpetrator in trying to change his/her behaviour. This may include clear instructions and a warning or final warning
- Consideration of the background behind the bullying behaviour and whether external services should be used to help the school to tackle any underlying issues
- A supervised meeting between the bully and the victim to discuss their differences and ways in which they can avoid any future conflict
- A disciplinary sanction against the bully, in accordance with the school's Behaviour Policy. In a very serious case or a case of persistent bullying, a pupil may be permanently excluded.

8.3 Resolving the incident after an investigation:

- Moving either the bully or the victim to a different class after consultation with the pupil, his/her parents/carers and the relevant staff
- Involving external agencies including social services
- Notifying the parents/carers of one or both of the pupils about the case and the action which has been taken
- Taking anti-bullying measures within the school community, for example an assembly on action on anti-bullying
- Noting the action taken and the outcome in the incident log
- Noting the action taken and the outcome in the personalised strategy

8.4 Liaising with parents/carers:

The school will keep parents/carers informed if and when it may be dealing with a significant bullying situation relating to their child.

9. COMPLAINTS

- 9.1 All complaints regarding the implementation of this Policy must be submitted and will be dealt with according to the Complaints Policy.

10. MONITORING AND REVIEW

- 10.1 The Executive Head Teacher monitors the incident book and reports on the results at the end of each term to the Local Governing Body as required. The Governing Body will, annually, receive a report from the Executive Head Teacher on the implementation of the Policy and records of bullying behaviour and will review the Policy following the report, making any amendments as necessary.

11. ASSOCIATED POLICIES

- Special Educational Needs Policy
- Complaints Policy
- Disability Policy
- Racial Equality Policy



Signed.....
Chairman of Joint Committee

Planned review date: Autumn 2019

