

Sudley Infant School Anti-bullying policy

Signed: Ms S. Milan Chair of governors March 2017

Review March 2019

Anti - Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, biting, hitting, punching or any use of violence
Racial	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focusing on the issue of sexuality
Direct or indirect Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of internet ,such as email and internet chat Twitter, Whatsapp, Facebook misuse, Mobile threats by text messaging and calls. Misuse of associated technology , i.e. camera and digital facilities, I-pad, games consoles,

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Pupils who are being bullied may show changes in behaviour including (but not limited to) any of the following:

- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"

- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

Schools

The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

A clear account of the incident will be recorded and given to the Headteacher.

The Head teacher/member of the leadership team will interview all concerned and will record the incident.

The class teacher will be kept informed and if it persists the class teacher will advise the appropriate personnel.

Parents will be kept informed where appropriate.

Punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils

Pupils who have been bullied will be supported by:-

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened

- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change Informing parents or carers to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion

At Sudley Infant School we use a variety of methods to support children in preventing and understanding the consequences of bullying through whole school and class assemblies, PSHE and Citizenship lessons, SMSC Curriculum, the school Vision and Assembly Themes, Anti-bullying week and continued focus. Friendship Stop, E-Safety Day, British values and kindness days, Worry Box and the work of the School Council. Children are also consulted through in-school pupil questionnaires.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Appendix 1 - Dealing with bullying

Bullying is the use of aggression with the intention of hurting another person. It results in pain and distress to the victim. Usually the bullying is a campaign over time against a child, but sometimes there can be just one incident.

Bullying can be: Physical, Verbal, Emotional, Menacing.

Who bullies?

Children who often -

- Feel inadequate to cope with everyday events.
- Are bullied themselves within their families.
- Are victims of some kind of abuse.
- Come from families which extol the 'virtues' of bullying.
- Don't know how or are not allowed to show feelings.
- Are not succeeding in school.
- Feel no sense of self-worth.

There are also bullies who are self confident children who have always had their own way, expect it as their right and are prepared to bully to get it. Some bullies just enjoy being 'in charge' and may get status from their position. Children may bully others once in a while because they have some sort of upheaval in their lives - or a whole host of other problems which might lead them to lashing out at another child.

What will the school do?

- Investigate the allegations of the victim.
- Question the alleged bully.
- Help both victim and bully.
- Put procedures in place for the interim and long term.
- Discuss with parents.

How parents can help

- Encourage your child to talk about their feelings.
- Build up low self-esteem.
- Teach children to cope with teasing.
- Make a list of what to say.
- Act out ways to cope.
- Practise walking and standing confidently.
- Draw or write about feelings.
- Keep a diary of progress.
- Communicate with the class teacher.
- Do not approach the bully or his/her parents.

How to help the bully

Reforming the behaviour of a chronic bully is not easy. Significantly the parents of victims demand punishment. Some privileges can be withdrawn but schools must be seen to support the bully as well as the victim.

School will

- Investigate fully.
- Set the rules and discuss with the child clear guidelines of behaviour.
- Encourage the child to admit his/her behaviour is wrong. They must acknowledge that their behaviour had been hurtful and unkind.
- Set short term goals.
- Try and break the bully's patterns of behaviour.
- Speak with his/her parents.
- Encourage good social skills.
- Listen to the bully's concerns.
- Make it clear we do not accept bullying and there will be a loss of privileges if the bullying does not stop.

How parents can help

- Ask your child if he/she can explain what has happened and why.
- Talk with your child to try and work out ways to stop the behaviour.
- Explain the bullying must stop.
- Explain how frightening the bullying is for the victim.
- Ask for good behaviour - and draw a line under what has happened.
- Communicate with the class teacher.
- Do not approach the victim or his/her parents.

After the victim, bully and parents are clear about what the school is doing - further monitoring will take place - and an agreed follow up date will take place.

It is important to remember that at Sudley Infants we are dealing with 4 - 7 year olds. It is essential that children are told that not everyone is nice. Children need to be assured that if someone bullies them they have done nothing to deserve it and they should tell **any** adult what is happening. The school will not be able to stop the situation if we do not have the relevant information.

Some points to remember:

- Whilst unacceptable, childhood bullying is not a criminal offence.
- There is a difference between teasing and bullying and sometimes there is a fine line.
- Bullying can be stopped when there is a commitment from **everybody** involved.
- Bullies who 'get away' with bullying learn that it is a good way to get what they want. Their behaviour carries on into their adult lives.
- Working with bully and victim's parents is very difficult as often the views are diametrically opposed. The school has to work to support the victim **and** change the behaviour of the bully.