

COALWAY COMMUNITY INFANT SCHOOL

ANTI-BULLYING POLICY

Introduction

At Coalway Community Infant School all staff follow the procedures and preventative strategies as outlined in our Behaviour policy. Positive behaviour is fostered throughout the school. Close monitoring of all pupils' well-being and safety leads to early identification of any possible bullying behaviours. Furthermore, a significant priority is placed on the nurturing of pupils' personal, social, and emotional development through the PSHE curriculum and whole school values and ethos. The promotion of positive attitudes and values and strong anti-bullying messages are a priority of the school, which ensures that the children are well prepared for the next stage of their education at the Junior School and indeed for life. As a result of the above, behavioural incidents are uncommon due to the strong support given to pupils in these early stages of their development and bullying in particular is extremely rare.

Bullying

Definition of Bullying:

Bullying is any deliberate act which results from conscious desire to hurt, threaten or frighten someone. It is an abuse of power and results in pain and distress to the victim, who has in no way provoked the bullying. The bully thinks they are in control and the victim feels powerless. Usually, the bullying is a campaign over time against a child or young person, but sometimes there can be just one incident.

DfE guidance defines bullying as actions that are meant to be hurtful and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or not spoken to).

Bullying can be physical, verbal, social or psychological and may take many forms:

- derogatory name-calling
- teasing
- mimicry
- taunts about sexuality
- racist, sexist or extremist remarks
- deliberately organised and consistently ignoring ("sending to Coventry")
- physical violence
- spreading rumours
- verbal threats
- writing hurtful things about someone
- demanding money or possessions
- being deliberately unfriendly
- tormenting
- taunting
- threatening or rude gestures

- cyber bullying

Coalway Community Infant School regards all forms of bullying and harassment as unacceptable. In order for children and young people to learn and to achieve their full potential they need to feel safe, respected and valued by their peers and adults.

Bullying will not be tolerated.

The school recognises that bullying is a major concern for children and young people, parents and staff. Bullying can have a long term damaging effect on both the victim(s) and the perpetrator(s) in terms of their social, emotional and educational development.

The school is therefore committed to ensuring that children and young people learn in a safe, secure and positive environment which fosters equality of opportunity, mutual respect and co-operation. Children and young people, staff and parents should recognise that bullying represents an abuse of power over others. They should also feel confident that it will be actively discouraged and firmly dealt with when it does take place.

Therefore we follow our **Code of Conduct** as detailed below.

We believe as a matter of entitlement:

- **A child being bullied will:**
 - be listened to in an appropriate setting
 - have their concerns addressed and taken seriously
 - be told of any action taken
- **A child suspected of bullying will be:**
 - listened to in an appropriate setting
 - presented with the established facts, following the investigation of any allegation
 - helped to understand the seriousness and damaging consequences of their bullying behaviour and the reasons for any action taken
- **Parents can expect that:**
 - their child(ren) will be educated in a safe, secure and caring community
 - all reasonable steps will be taken to prevent bullying
 - any incident or allegation of bullying will be investigated and dealt with
- **Schools can expect that:**
 - the Local Authority will provide appropriate support and guidance in the management of bullying incidents and in related curriculum development

Guidance will be given to children on how to deal with incidents as follows:

- If someone hurts you or your feelings
- If someone teases you
- If someone does something you don't like

IT'S GOOD TO TELL AND SHARE

Tell your teacher, or another grown up in the school as soon as you can.

Guidelines and procedures for preventing and dealing with incidents:

- developing and maintaining a climate of openness and trust
- awareness-raising with pupils, staff and parents
- distinct teaching of how to form healthy, positive relationships and strategies to deal with problems that arise
- opportunities to share and explore thoughts and scenarios, e.g. via class circle time or story discussions, PALS and Zippy's Friends interventions.
- strategies for promoting positive behaviour
- communication with parents
- collecting the evidence
- approaches and action to be taken with the bully and bullied
- recording and reporting of incidents

Dealing with incidents:

- pupils should feel confident about their right to tell and be clear about whom they should speak to
- staff should respond quickly and consistently to reported incidents of bullying, demonstrating familiarity with the agreed policy
- pupils who say they have been bullied should be listened to, taken seriously and helped to feel safe
- all reported incidents should be investigated fully immediately they are reported: the facts of each alleged incident must be established, not least because this may be useful in averting future incidents
- those pupils involved in bullying and any pupils who have colluded in some way, must be helped to understand fully the consequences of their behaviour; they should also be encouraged to consider how they can make amends and what may be appropriate sanctions to be imposed; this also offers the opportunity for supportive work for the bully
- victims of bullying should not be left to feel responsible for what has happened, but should be helped to understand the full circumstances of the incident
- all incidents should be recorded and monitored and where appropriate, the implications shared at a whole school level
- parents should always be kept fully informed

Action to take:

- Member of staff talks with the victim, gets full details and reassures them.
- During this period the bully/bullies and bullied are kept apart from each other for a cooling down period with no discussion or accusations.
- Member of staff talks with the bullies and bystanders separately, clarifies what has happened and invites their co-operation in resolving the situation. (If appropriate obtains written statements).

- Member of staff meets the bullies and bystanders as a group and obtains their co-operation and support. The emphasis is on future help rather than the past incident although the facts of the incident are known and acknowledged. Bystanders are urged to try to monitor and help in future rather than collude by merely standing by.
- Member of staff negotiates with bully/bullies, bystanders and possibly the victim, as to what would be an appropriate sanction. The bully should be given the opportunity to say what they should do to make up for the bullying.
- Parents of both the victim and the bully are contacted and informed of the incident and its consequences.
- Monitor the sanction imposed. If relevant, give praise to the bully for their maturity and co-operation.
- Work with the victim to support appropriately their confidence and self-esteem.
- Work with the bully to support any agreed behaviour change, development of social skills or self-esteem.
- Class teacher to keep a record of the incident and share with the Head teacher. Head teacher to maintain additional records as required or refer to the SENCO to establish My Plan/Behaviour Plan for additional support/monitoring as appropriate.

Possible Sanctions to impose:

- A report of the incident to be logged by Class teacher/Head teacher/SENCO.
- Contact with parents
- Assigning the bully at break times to a member of staff
- Keeping the bully in at break times
- The bully has to work alone for a period of time
- Sanctions as listed within the behaviour policy

Monitoring and Evaluation:

This policy is monitored on a day-to-day basis by the Head teacher, who reports to Governors on request about the effectiveness of the policy.

Staff discussion of pupil behaviour, patterns, behaviour plans and strategies are undertaken throughout the year within staff meetings to ensure consistency of approach and regular review.

Governors review its effectiveness by discussion with the Head teacher, who reports the number of bullying incidents annually to Governors. Information is analysed for patterns of people, places or groups and particularly for racist bullying or bullying directed at children with disabilities or special educational needs.

Review

This policy will be reviewed every two years, or earlier as necessary.

Date of Policy: October 2021

Review Date: October 2023

N.B. Reference should also be made to the school's Behaviour, Child Protection and Special Educational Needs policies