



Cupernham Infant School Anti-Bullying Policy

"Together We Care, We Learn and We Achieve"

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Rationale

At Cupernham Infant School, we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a happy and secure atmosphere. The maintenance of good behaviour and discipline is the responsibility of all staff, who will support each other in encouraging good behaviour in all pupils, not just those for whom they have specific class responsibility.

We expect everyone to listen and be polite to one another, to think of others and to respect one another and each other's property. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell an adult in school and know that incidents will be dealt with promptly and effectively.

Objectives:

- All staff, governors, pupils & parents should have a shared understanding of bullying
- Bullying is unacceptable and will not be tolerated
- Clear procedures for reporting bullying should be understood and followed to ensure incidents can be dealt with swiftly
- All staff will follow the anti-bullying procedures to provide a consistent response to any bullying incidents which occur

Definition of bullying

Bullying is the use of repeated aggression with the intention of hurting another person which results in pain and/or distress to the victim.

Bullying is:

Deliberately hurtful behaviour repeated often over a period of time. Behaviour which it is difficult for the victim to defend themselves against because they do not have the necessary skills, confidence or resources

Bullying can take various forms and can be carried out by adults or children. It can include:

- Physical – pushing, hitting, kicking, taking other's belongings, damaging other's belongings
- Verbal – name-calling, teasing, insulting, making offensive remarks, which can be of a discriminatory nature e.g. racial, sexual etc.
- Psychological: excluding an individual, refusing to talk to or even acknowledge an individual;
- Indirect - spreading unkind stories about a child
- Cyber – misuse of email/internet chat rooms, mobile phones threats by texting & calls

Prevention

The central aim of our Behaviour Policy is that only good behaviour will be encouraged. School staff, children and parents will work together cooperatively to create a climate where bullying does not occur.

Strategies for the prevention of bullying will include:

- using the Growth Mindset approach so that self-esteem is actively promoted
- curriculum focused work on bullying and online safety through PSHE lessons and circle time activities to promote positive relationships & friendships
- assemblies focusing on values and beliefs
- the development of an open culture and problem solving ethos where children are encouraged to talk through issues and to find solutions together
- provision of activities and supervision at lunch and playtimes to minimise inappropriate behaviour
- timetabled support provided by trained ELSAs for children with concerns
- mixing of age groups to build friendships between younger and older children where appropriate in the form of buddy morning activities; older children reading to younger children and running activities
- Yr. 2 Play leaders
- buddy system between year groups
- discussions in School Council

Protection

Creating clearly understood and agreed systems:

- Taking complaints of bullying seriously and never 'turning a blind eye', always listening, responding by following the agreed procedure.
- Regularly reviewing and agreeing the management and supervision of playground and other school systems to promote good behaviour.
- Removing the possibility of secrecy through fair and open discussion.
- Ensuring children know who they can talk to if they are being bullied.
- Giving children, parents/carers opportunities to report bullying i.e. email, open door approach.
- Raise awareness of anti-bullying policy strategies throughout our school.

Intervention

We aim to increase the understanding of children, parents, and staff by raising awareness about the issues of bullying.

As children feel safe to talk about bullying, we are aware that they are more likely to report incidents to adults, expecting some helpful intervention. This may mean that there might be an increase in the number of times staff are asked to respond, even though there may be less bullying. Staff will also have an awareness of changes in a child's behaviour which may indicate bullying is taking place (including out of school bullying and online bullying). If necessary staff will use child protection reporting procedures to keep the pupil safe.

The aims of any intervention should be:-

- To make the victim feel safe.
- To encourage better behaviour from the bully.

This may be done through:-

- Drama activities.
- Writing and artwork.
- Social skills programme including developing friendly behaviour and assertiveness.
- Using a group, problems solving process. Encouraging children to express their feelings verbally to each other can defuse some situations.
- Use of Circle Time.
- Use of Emotional Literacy Support

Our Approach

At Cupernham Infant School, we take all forms of bullying seriously and will deal with each situation individually.

When it becomes apparent that bullying has happened. An adult appropriate to the child will talk to the victim about his/her feelings. The adult will encourage the child to talk about the incident and will need to know who was involved.

The adult will arrange to meet with the children involved. This may include some bystanders who joined in but did not initiate the bullying.

The Senior Leadership team needs to be informed at this stage. The incident will be recorded and parents will be informed.

The adult will ask the children to reflect about the way the victim is feeling. The use of a poem, piece of writing or a drawing or photograph, may be used to emphasise the distress caused.

Each member of the group will be encouraged to suggest a way in which the victim could be helped to feel happier.

After an appropriate, agreed time lapse, the teacher discusses with each child individually, including the victim, how things have been going. This allows the adult to monitor the bullying and keeps the children involved in the process.

We will monitor regularly the effectiveness of our policy, by establishing:-

- Whether bullying has decreased.
- Whether incidents are dealt with efficiently.
- Feedback from parents

The Role of parents

Parents can play an important role in detecting bullying. A child may indicate that he/she is being bullied through various behaviours such as:

- Frightened of walking to or from school
- Unwilling to go to school
- Performance in school begins to deteriorate
- Becomes withdrawn or unhappy
- Regularly has possessions which "go missing"
- Becomes distressed, cries easily or stops eating
- Has nightmares or begins bed wetting
- Becomes uncharacteristically disruptive or aggressive
- Is frightened to say what's wrong

These signs could always indicate other problems, but bullying should be considered as one possibility and parents are encouraged to inform Mr Wells the Headteacher as soon as possible in these circumstances. Parents have a responsibility to support the school's anti bullying policy and to actively encourage their children to report issues as they happen directly

The Role of the Governing Body:

- Support the school's efforts to combat any bullying behaviour.
- Ensure that the school's Behaviour and Anti Bullying policies are reviewed annually and updated regularly.
- Help publicise both policies.

Adult Bullying

- We recognise that there could be occasions where adults are bullies- adult to child, or adult to adult.
- Any incident where an adult bullies a child will be dealt with seriously. This may involve a parent/ carer or a member of staff. Incidents will be investigated by the Head and, if necessary, the Chair of Governors.
- Any reported incidents of an adult being bullied by another adult will also be taken seriously, being investigated as above and, if necessary, with union representatives. If proven, appropriate action will be taken following HCC guidelines.