

# Bromley Heath Infant School

## Anti - bullying policy

Everyone has the right to feel safe, valued and respected within our school community. Through a whole school approach to staff training, promoting a value driven ethos, adherence to our clear policies and an effective PSHE and SEAL teaching programme, we aim to eliminate bullying at this school.

### Definition.

Bullying is defined as a systematic abuse of power by individuals or groups in order to cause deliberate harm either physically or emotionally, or to intimidate others. Bullying is different from other negative behaviour in that the act or acts are repeated.

### Factors associated with bullying

- Children learn about social behaviour through observation so it is important that adults in school present good role models, showing respect for each other.
- Children who are not used to any type of conflict situation may be more at risk from potential bullying.
- If a child's self esteem is low they are more likely to either be bullied or become a bully.
- Bullying may include the exclusion of a child from play or a group name calling and making fun of someone, threatening behaviour and looks, physical aggression, spreading rumours, taking or damaging personal belongings.
- Bullying is an aspect of social behaviour, which can occur in any setting and can involve children or adults.

### Guidelines

- Bullying is always dealt with seriously and promptly.
- The children are taught to be assertive, considerate and confident through PSHE and SEAL so that they are more able to avoid and respond appropriately to inappropriate behaviour.
- A preventative approach to all negative behaviour is used, such as evolving positively phrased classroom rules and reinforcing the positive way to respond in a situation by using for example 'thank you for sharing' rather than 'don't snatch'.
- Positive behaviour will be recognised and rewarded.

- Children must always feel that they have been listened to and that appropriate action has been taken.
- A 'friendship stop' operates in the playground. Children are encouraged to use it.
- Exclusive 'clubs' or 'gangs' of any type are not allowed at Bromley Heath Infant School as these may lead to inappropriate play. If children are found to be operating in 'clubs' or 'gangs' they should be reminded of this ruling.
- All staff should note changes in children's behaviour that may be caused by bullying and monitor and investigate further.
- Through our open door policy, parents and carers will always be encouraged to report changes in the child's behaviour or the occurrence of suspected bullying to the class teacher or Headteacher.

#### Procedure for incidents involving bullying

If bullying involving children has been reported or discovered the following procedures will be followed:

1. The incident must be investigated thoroughly without initial apportioning of blame.
2. If the incident has occurred, the bullied should be reassured that it was right to tell and that they will be supported.
3. The bullied is encouraged to tell the bully, with staff member present, how the incident has made him/her feel in order that the effects of the actions are made clear.
4. The bully should be asked to reflect on the incident and should be supported in ways in which they could resolve the situation and move forward.
5. The bully must have his/her/their behaviour monitored, he/she/they must be made aware of this and appropriate behaviour clarified.
6. The class teacher or the Headteacher will inform parents of all parties, in order that their support is sought and parents will be informed of the outcome as soon as possible or kept regularly informed of progress.
7. The class teacher will log all incidents and the Headteacher will be kept informed.
8. The Headteacher will deal with severe or repeated cases of bullying and it may result in the bully/bullies being excluded subject to LA procedures.

- If bullying involving adults has been reported or discovered, it will be dealt with promptly by the Headteacher and/or Pastoral Governor following standard grievance (complaints) and disciplinary procedures as outlined in South Gloucestershire Council personnel Manual for schools and our school Disciplinary and Grievance policy.
- Bullying of a pupil by school staff is professional misconduct and will be dealt with in the same way as for bullying involving adults.
- This policy should be read alongside policies for:
  1. Behaviour management
  2. Equal Opportunities
  3. Child Protection
  4. Inclusion
  5. SEN
  6. Gifted and Talented
  7. Health and Safety
  8. Play
  9. Disciplinary and Grievance
  10. LA Procedures

This policy has been reviewed by the staff, the *Governors Curriculum Committee*, and will be reviewed on an annual basis.

14.09.09

Agreed by the *Governors Curriculum Committee*

Review date: September 2010

## Appendix

### Actions staff can take

- Make sure you manage your relationships with pupils assertively rather than aggressively.
- Always take bullying seriously.
- Talk regularly and frequently with pupils about bullying and what action they can take if they encounter it.
- Encourage pupils to tell an adult if they are being bullied or if they know someone is being bullied.
- Be vigilant for signs of bullying. Always investigate if you suspect a child may be being bullied, or refer concerns to line manager - class teacher, Headteacher and involve all staff who are dealing with the children.
- Be prepared to respond quickly and appropriately when you find out that someone is being bullied.
- When investigating a bullying situation, remember that bullying is usually carefully hidden and difficult to detect. A pupil who is directly accused of bullying may vigorously deny their involvement. It can be hard to establish facts. A problem solving approach (Circle of Friends), which avoids blaming, can be more effective in clarifying the situation and in achieving change.
- Take action if you know bullying is occurring. Involve parents at an early stage. Follow up to ensure the bullying has not resumed.

### Actions parents can take (for children who are bullied or are bullies)

- Find out about the school anti-bullying policy.
- Talk to your child about school regularly (avoid asking leading questions).
- Listen carefully to what your child tells you.
- Be alert to changes in mood or behaviour related to school.
- Stay calm even if you are concerned and try to keep a balanced view.
- Make an appointment to discuss any concerns with the school as soon as possible, to develop joint strategies for dealing with concerns.
- Give the school time to address the concerns.
- Reassure your child.