

Bromley Heath Infant School

Anti – bullying policy

Author/Person Responsible	Tina Long
Date of Ratification	May 19
Review Group	Curriculum Committee
Ratification Group	As above
Review Frequency	1 year
Review Date	May 2020
Related Policies	
Chair of Curriculum Committee Signature	
Signed _____	

Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices:		DATE:	May'19
EIA CARRIED OUT BY:	T.Long	EIA APPROVED BY:	

Groups that may be affected:

Are there concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for a positive impact
Age (young people, the elderly; issues surrounding protection and welfare, recruitment, training, pay, promotion)		NA
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication)		NA
Gender reassignment		NA
Marriage and civil partnership		NA
Pregnancy and maternity		NA
Race		NA
Religion and belief (practices of worship, religious or cultural observance, including non-belief)		NA
Gender identity		NA
Sexual orientation		NA

Any adverse impacts are explored in a Full Impact Assessment.

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 Personal, Social and Health Education (PSHE) and Social Emotional Aspects of Learning (SEAL) teaching programme, we aim to eliminate bullying at this school.

Definition.

Bullying is the 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.

We explain to the children that bullying is when someone (or a group of people) picks on you, hurts you, calls you names, threatens or says nasty things about you, takes your things and friends away **and keeps on doing it**, making you feel frightened and/or unhappy.

It can be:

Physical - hitting, kicking, spitting, tripping someone up, stealing/damaging someone's belongings, etc.

Verbal - name-calling, insulting a person's family, threats of physical violence, spreading rumours, constantly putting a person down, etc.

Emotional/psychological - excluding someone from a group, humiliation, creating a feeling of danger, etc.

Racist - insulting language/gestures based on a person's actual or perceived ethnic origin or faith, name-calling, graffiti, racially motivated violence, etc.

Sexual - sexually insulting language/gestures, name-calling, graffiti, unwanted physical contact, etc.

Homophobic/ Transphobic - insulting language/gestures based on a person's actual or perceived sexuality, name-calling, graffiti, homophobic/ Transphobic violence, etc.

Electronic - bullying by text message, bullying on the internet (in chat rooms, on bulletin boards and through instant messaging services), hate websites, etc.

All of the types of behaviour listed above are unacceptable and will not be tolerated at this school.

Aims

The Governors and staff at Bromley Heath Infant School believe that bullying damages the way people feel about themselves, lowers self esteem, increases fears for safety and may affect their life as they grow up. It is an aim for everyone to:

- Not be scared to come to school
- Feel able to trust one another
- Expect people to be kind
- Not be made fun of
- Not be made sad
- Have friends
- Feel safe

Anti-bullying measures

The following measures will be taken to create a culture where mutual respect and high self-esteem combat bullying:

- i. Explicitly taught PSHE/ SEAL units which address peer relationships, racism and homophobia, transphobia and bullying.
- ii. An annual Anti-bullying week and regular references to respecting others and kindness in assemblies.
- iii. Cyber-bullying explicitly taught in the Computing Scheme of Work
- iv. The work of the School Council in bringing pastoral concerns to the attention of the SLT.
- v. The use of the buddy bench in the playground is encouraged to support children.
- vi. CPD on identifying and combating bullying for all staff.
- vii. Behaviour policy, child protection policy and procedures, SEN guidelines and school aims.

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 'Buddy Bench' 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.
- Any misuse of digital technologies will not be tolerated.

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.
9. If digital technologies are involved, the right to use these within school could be withdrawn.
10. If bullying involving adults has been reported or discovered, it will be dealt with promptly by the Headteacher and/a 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.

11. Bullying of a pupil by school staff is professional misconduct and will be dealt with in the same way as for bullying involving adults.
12. This policy should be read alongside policies for:
 - i. Behaviour management
 - ii. Equal Opportunities
 - iii. Child Protection
 - iv. Inclusion
 - v. SEN
 - vi. Gifted and Talented
 - vii. Health and Safety
 - viii. Play
 - ix. Disciplinary and Grievance
 - x. LA Procedures
 - xi. E safety policy

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

14.09.10

Agreed by the Governors Curriculum Committee

Review date: November 2012 ✓ November 2014 ✓

November 2013 ✓ November 2015 ✓

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

December 2017

Reviewed and updated November 2016	✓
Reviewed and rewritten December 2017	✓
May 2018	✓
May 2019	✓

Appendix

Actions staff can take

- Always take bullying seriously.

- Make sure you manage your relationships with pupils assertively rather than aggressively.
- 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.