

Spring Meadow Infant and Nursery School

ANTI BULLYING POLICY AND PROCEDURES

Written: May 2018

Reviewed: September 2019

ANTI-BULLYING POLICY AND PROCEDURES

What is the aim of the policy?

We are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. **We are a TELLING SCHOOL.** This means that anyone who knows that bullying is happening is expected to tell a member of staff. To allow or condone bullying may lead to consideration under the school's child protection procedures.

People who watch bullying are condoning it and are part of the bullying.

Bullying will not be tolerated at Spring Meadow Infant and Nursery School

What is bullying?

Bullying is the use of aggression with the intention of hurting another child/person. Bullying results in pain and distress to the target. This can be physical or emotional. It is a selfish act, influencing another child's behaviour and emotional stability.

Many children both use and experience bullying behaviour at one time or another (at any age, however young or old) and, of course, all children can change their behaviour.

At Spring Meadow Infant and Nursery School we identify bullying as:

Emotional:	excluding/dominating, manipulating, tormenting, hiding things, threatening, making gestures, moving away when a child nears
Physical:	pushing, kicking, hitting, punching, any use of violence, invasion of personal space, aggressive tone.
Racist:	racist name calling, taunts, graffiti, gestures
Sexual:	unwanted physical contact or sexually abusive comments
Homophobic:	because of or focusing on the issue of sexuality
Verbal:	name-calling, sarcasm, spreading rumours, teasing making fun of other children, families/clothes
Cyber:	All areas of internet, such as email and internet chat room misuse, comments on social media, mobile phone threat by text messaging and calls, the sending of inappropriate images, misuse of associated technology, including Purple Mash.

Not all unkind behaviour is bullying. The key characteristics that turn unkindness into bullying are:

- that it is **repeated and goes on over time**;
- that it is **deliberate and not accidental**;
- that it involves the child/person doing the bullying in having some sort of **power over the person experiencing the bullying**.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a target of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We, as a school community, have a responsibility to respond promptly and effectively to issues of bullying.

What is the aim of this policy?

- All governors, teaching and non-teaching staff, pupils, parents and carers should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils, parents and carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils, parents and carers should be assured that they will be supported when bullying is reported.
- All allegations of bullying will be recorded and properly investigated.

The policy and procedures will contribute towards the achievement of this aim by:

- clarifying what we mean by bullying at Spring Meadow
- encouraging children and parents to report incidents of bullying (or perceived to be bullying) to the school in the knowledge that appropriate and effective action will be taken
- identifying effective anti-bullying practices as having a high priority for Spring Meadow
- clarifying what we expect all members of the school community to do when they either see, hear about or are subject to incidents of bullying
- ensuring that all incidents of bullying in Spring Meadow Infant and Nursery School are properly recorded
- ensuring that the targets of bullying are effectively supported and protected
- ensuring that the parents of both the targets and perpetrators of bullying are informed about what is happening to their children.

How will we know if the policy is succeeding?

Indicators of success will include:

- Fewer incidents involving distressed and aggressive behaviour in the school playground
- Parents approaching staff with concerns in a way that indicates confidence about the outcome
- children approaching staff with concerns in a way that indicates confidence about the outcome
- staff using the procedures in a consistent and systematic way
- decline over time in the number and frequency of reports of bullying
- in the long term, improved well-being and achievement.

Actions to tackle bullying

At Spring Meadow we remain vigilant to the signs of bullying and take reports of incidence seriously. We strongly believe that we have a duty to develop our children and equip them to become resilient by developing strategies to take appropriate actions when faced with a bullying situation:

These include:

- In the Early Years, Personal, Social and Emotional Development, Circle Time.
- In Years 1 and 2 there is a clear programme of learning delivered through our Personal, Social, Health and Economic teaching. Our curriculum also explores behaviour in many subjects including Religious education, history and drama.
- Assemblies
- Display posters
- Break and lunch time 'clubs' for children finding play challenging (targets of bullying and for children who have been exhibiting challenging behaviours)
- Recognising appropriate social behaviour through our school values and certificates

How will the policy be monitored?

Incident reports are recorded on the Bullying Incident form AND a record is included in the Bullying Log File stored in the HTs office

The Bullying Log is managed by the Head teacher (or another member of staff delegated by the Head teacher) in order to check on the well-being of any child who has experienced bullying, to spot persistent bullying or any emerging patterns.

Anti-bullying procedures

Our procedures for responding to bullying are based on evidence that punishment on its own does not work.

All children have lessons in internet safety (appropriate to their age and understanding), which highlight the use of new technologies for cyberbullying. Children and parents are aware of the need to report bullying in any form and know that the school will investigate all allegations of bullying.

What children should do If you are being bullied:

- Tell someone straight away.
- Tell any of the adults in school, or someone at home.
- Take a friend with you if you want.
- Keep telling until the bullying stops.

If you see someone being bullied:

- Tell someone straight away.
- Don't stay and watch, go and get help.
- Don't ignore it.

WE ARE A TELLING SCHOOL!

What parents should do:

The support of parents is vital in preventing bullying.

- Watch out for any signs that your child might be a victim of bullying.
- Listen to your child and take reports of bullying seriously (but remember there are often two sides to a story)
- If you think that your child is being bullied, contact the school straight away. Speak to your child's teacher or a senior member of staff.
- Work with the school. Help us to make sure of the facts and support your child through the incident
- It can take more than one attempt to stop bullying. Don't hesitate to contact us again if you think that it is continuing.

What staff should do:

All staff (including lunchtime staff) will ensure that the child's class teacher is made aware of any concerns or reports of bullying.

1. All allegations of bullying must be taken seriously and must be thoroughly investigated.
2. Class teachers will record allegations and decide whether to deal with the matter themselves or to involve senior staff.
3. If the incident appears not appear to be too serious, then it may be resolved through informal discussion with the children involved.
4. In serious cases parents will be informed and will be asked to come into school to discuss concerns.
5. In very serious cases the police or social services may be consulted.

The consequences of bullying (depending on seriousness) may include:

- Lunchtime or playtime exclusions
- Meeting with parents
- Behaviour contracts
- Exclusion from school

Recording

A central log of all incidents and allegations of bullying is held by the Head teacher. All staff must inform the Head teacher of allegations of bullying by completing the incident/s sheet and marking it as 'Bullying'. It is important to indicate the action taken so this can be tracked.

Help Organisations

NSPCC	www.nspcc.org.uk
Advisory Centre for Education	0808 800 5793
Children's Legal Centre	0300 330 5480.
KIDSCAPE Parents Helpline (Mon- Fri, 10.00-4.00)	020 7823 5430
KIDSCAPE website	www.kidscape.org.uk
Family Lives	0808 800 2222
Bullying Online	www.bullying .co.uk