



# **ANTI-BULLYING POLICY**

At Sandwich Infant School, our policy to prevent and deal with bullying reflects the school's values, is fully inclusive, reflecting the school SEND policy, and promotes equality of opportunity for all pupils and staff regardless of their sexual orientation, race religion or disability.

In line with the Equality Act 2010, it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

“Every child should be able to learn in a school environment free from bullying of any kind and in which they feel safe and supported”

(Safe to Learn: Embedding anti-bullying work in schools – 2007 Government guidance)

## **AIMS**

This policy is to ensure:

- That children and young people are protected from harm.
- That they achieve their full potential in education
- That they have a happy and stimulating childhood
- That they grow up physically and mentally healthy
- That they feel good about themselves and respect others
- That they develop the essential personal and social skills to help them throughout life.
- They become active citizens and participate in society.

## **EXPECTATIONS**

As a school we are expected to:-

- Reduce bullying and bullying behaviour within the school environment
- Involve and include the whole school community; staff, pupils, parents and carers, in preventing and responding to bullying.
- Closely link approaches to anti-bullying work within the school ethos and philosophy.
- Link anti bullying work with existing Behaviour, Equality, and PSHE policy statements.
- Promote an understanding of bullying and the implications of bullying amongst all members of the school community.
- Record, monitor and report incidence of bullying and monitoring, evaluating and regularly reviewing the effectiveness of prevention and responses to bullying.<sup>7</sup>

### **Definition of bullying**

Bullying is a behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

## **Forms of bullying**

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

## **Preventing, Identifying and Responding to Bullying**

We will:

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide systematic opportunities to develop children's' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council
- Train all staff including lunchtime staff to identify bullying and follow school policy and procedures on bullying
- Consider creating 'safe spaces' for vulnerable children with appropriate supervision

## **Involvement of Children**

We will:

- Regularly talk to children to get their views on the extent and nature of bullying
- Ensure children know how to express worries and anxieties about bullying
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying (in line with behaviour policy)
- Publicise the details of help lines and websites
- Offer support to children who have been bullied
- Work with children who have been bullying in order to address the problems they have

## **Partnership with Parents and Carers**

We will:

- Ensure that parents and carers know whom to contact if they are worried about bullying
- Ensure parents know about our complaints procedure and how to use it effectively
- Ensure parents and carers know where to access independent advice about bullying
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying

Concerns shown by parents/carers should be taken seriously and acted upon. Meetings should be set up with parents to discuss issues that cannot be resolved by the children or teachers/teaching assistants.

## **Responding to Bullying**

All cases of alleged bullying should be reported to the Headteacher/Assistant Headteacher or senior member of staff. In any case of alleged bullying, either the Class teacher, the Headteacher, or a senior member of staff should first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.

If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together. The perpetrator(s) should fully understand the consequences of their actions on the victim(s), and apologise without reservation. Both parties should be clear that a repeat of these behaviours will not be acceptable.

All bullying incidents must be recorded using the schools reporting system, Bromcom. Parents of both parties should be informed. If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

### **Other ways to address bullying**

- School Council work
- Circle of Friends
- Circle Time
- Buddying
- Co-operative approaches to group work

### **LINKS WITH OTHER POLICIES AND PROCEDURES**

This Policy links with a number of other school policies, practices and action plans including:

- Complaints Policy
- The teaching of PSHE
- Behaviour Policy
- Safeguarding and Child Protection Policy
- SEND Policy

### **Monitoring & Review, Policy into Practice**

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses government guidance and Anti Bullying Alliance guidance to inform its action planning to prevent and tackle bullying.

### **Responsibilities**

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- Members of the Governing Body to take a lead role in monitoring and reviewing this policy
- Governing Body Members, the Executive Head Teacher, Head of School, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly
- The Headteacher to communicate the policy to the school community
- Children to abide by the policy

**The contact for this policy is the Head Teacher**

\* DCSF Guidance “Safe to Learn: Embedding anti-bullying work in schools”

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn/>

\*\*Anti Bullying Alliance guidance

[http://www.anti-](http://www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x)

[bullyingalliance.org.uk/Page.asp?originx\\_4237co\\_4721421398769u17h\\_2007627412x](http://www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x)

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