



## **ANTI BULLYING POLICY**

FEB 2016

### **INTRODUCTION**

It is a Government requirement that all schools have an anti-bullying policy.

DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to). The primary strategy SEAL (social and emotional aspects of learning) materials indicate that there are three key characteristics of bullying:

1. Bullying is ongoing. It is not the same as a conflict between two individuals or a random unprovoked aggressive act.
2. Bullying is deliberate and often premeditated.
3. Bullying is unequal: it involves a power imbalance (this can result from size, number, higher status or as a result of having access to limited resources).

Any of the following things can be classed as bullying behaviour if they are ongoing and unprovoked.

- Call other children names
- Make up stories to get other children into trouble
- Take their friends away leaving them on their own
- Hit, kick, trip or push other children around
- Make remarks about appearance or weight
- Damage their property
- Make jokes about them when you can see they are upset
- Indulge in horseplay when you know they are not enjoying it
- Tell other children not to be friends with them
- Leave them out when choosing a games team
- Take away their possessions or demand money from them
- Hide their books or bags

At Tornedale Infant School we provide an environment which encourages children to take responsibility for their own actions and behaviour. This is supported by the Behaviour Policy.

We expect children to develop a caring attitude and a respect towards others.

### **AIMS**

We aim to provide children with a safe and secure environment, which enables them to develop self-esteem.

We aim to support children in the development of their social skills in order that they can work and play to fulfil their potential.

## **OBJECTIVES**

- To identify early forms of intimidation in order to reduce opportunities for bullying.
- To provide at least 2 members of staff to supervise playgrounds during play time and lunch time
- To ensure all adults act in ways which enable children to feel confident about talking to adults in school about concerns and anxieties
- To ensure that all staff follow the school Behaviour Policy and use rewards and sanctions consistently.
- To ensure all children are regularly reminded of our golden rules
- To ensure all parents are aware of our expectations for behaviour and sign our home school agreement when their children start school
- To emphasise to children that they are responsible for their actions.
- To encourage each child to develop a sense of belonging and commitment to our school community through our Collective Worship and RE lessons.
- To raise children's self esteem through discussion and activities in the PSHE curriculum and Circle Time.
- To offer a cross-curricular education with emphasis on the moral, social, cultural and spiritual development of the children.

## **ACTION**

All children need to be aware of what to do if they feel they are being bullied.

- In the first instance they should ignore the bullying behaviour.
- If it continues they should tell the bully they will tell an adult if they don't leave them alone.
- If it still continues they should tell a member of staff.

Staff are vigilant for signs of bullying in school. Staff take appropriate steps to eradicate any incidents of bullying in the playground or classroom as and when the incident occurs, in line with our behaviour policy. If a child persists in bullying tactics then parents should be informed so that strategies can be put in place both at school and at home. These strategies are in line with our behaviour policy.

If a parent approaches a member of staff because they think their child is being bullied this should be dealt with sympathetically as the parent may be distressed and angry. Assure the parent that the situation will be monitored and they will be kept informed of the situation. Should the bullying be happening out of school then staff should make it clear that they have no jurisdiction on what happens off the school premises as parents/carers always bring their child to school and pick them up after school. Parents can be referred to a website: <http://www.bullying.co.uk/schools/index.aspx> which can offer extra information.

It may be that incidents occur between adults on the playground whilst bringing and collecting their children from school; these could be either verbal or violent. Should an incident occur then the Headteacher should be informed who will take steps to sort out what has happened, why it happened and what can be done about it.

If necessary parents could be told that they are no longer allowed on the school premises because of their bullying behaviour.

## **EQUAL OPPORTUNITIES**

All children and adults at Tortedale Infant School are valued as individuals irrespective of gender, race, culture, religion, sexual orientation or special need.

## **ASSESSMENT & RECORD KEEPING**

The school monitors racist incidents and subsequent action. Any incidents or reports of bullying will be recorded in class intervention files (a copy of which will go in Headteacher's central file).

## **MONITORING EVALUATION AND REVIEW**

The Headteacher will keep the Governors informed of any bullying incidents through the Headteacher's report to Governors.