



Local Governing Body Anti-Bullying Policy

This policy is reviewed every 3 years by the Local Governing Body of Church Hill Infant School and was last reviewed on: 7th February 2019

Signed by the Chair of the LGB.....

Date: 7.2.19

Church Hill Infant School – Anti-Bullying Strategy Policy

Date of next review – January 2022

GUIDELINES

DEFINITION OF BULLYING

Bullying is defined as a deliberate hurtful behaviour repeated over a period of time, especially where it is difficult for those being bullied to defend themselves.

Several
Times
On
Purpose

There are three types of bullying:

- Physical (hitting, kicking)
- Verbal (name calling and hurtful comments)
- Indirect (excluding others)

We aim to be proactive in encouraging a 'will tell' climate and we refer to this as:

Start
Telling
Other
People

OUR PRINCIPLES

We believe good behaviour is an essential condition for effective teaching and learning to take place. We aim to foster positive caring attitudes towards everyone. Anti-Bullying is promoted through enhancing positive skills in working harmoniously by the whole school.

We do this through:

- Our School Ethos
- Our PSHE curriculum
- Understanding and promoting the School Values and Aims

This policy should be read in conjunction with the school's Behaviour Policy.

We promote Anti-Bullying in a variety of ways. Some of these strategies include:

- Regular assemblies about bullying
- Parent newsletters
- Parents meeting
- PSHE activities such as circle time
- School Council Meetings

PROCEDURES

REPORTING

Date of next review – January 2022

All staff are alert and aware of their responsibilities. If bullying is suspected or reported, the incident is dealt with immediately by the member of staff who has been approached.

- Suspected bullying should never be ignored.
- “Bullying” will be named as such to the perpetrator.
- The Head Teacher and/or SLT must be informed about all incidents of bullying or suspected bullying.
- All allegations of bullying will be logged and reviewed for possible patterns of behaviour.
- The Head teacher will investigate the incident and will advise parents if she feels it is appropriate.

SANCTIONS FOR BULLYING

A problem-solving approach will be taken. This is designed to move people on from justifying their actions (this also places responsibility of bullies for the consequences of their actions.)

1. First actions will take a conciliatory route. If this is successful and monitoring reveals no further issues, the incident will be logged and no further actions will be taken.
2. Second incidents involving the same perpetrator will be formally logged by the Head teacher and a plan to support the child and the perpetrator will be put into place. Parents will be informed and involved.
3. Continued patterns of bullying will result in developing a Behaviour Support Plan. The school will involve parents and other identified agencies (for e.g. Ed Psychologist and CAMHS).
4. In extreme circumstances exclusions may be possible but will always be the last resort. Parents of children at Church Hill Infant School have a right to be secure that their children are happy and this cannot happen unless strong measures are taken to protect children from bullying.

If long periods of time elapse between incident (e.g. 1 year or more), the second will be treated as a new incident) but the first incident will be referred to during discussion with the perpetrator’s parents.

EMPOWERING THOSE WHO ARE BEING BULLIED

Children will be taught that there are many sources of support and will be encouraged to talk about any incidents of bullying with safe adults.

1. Mum or dad
2. Our teacher
3. Our friends
4. Lunchtime supervisors
5. Other adults at school

PSHE lessons for all year groups will include emotional literacy, training in assertiveness techniques and conflict resolutions through the use of SEAL/SEAD resources.

SUPPORT FOR VICTIMS

Pupils who have been bullied will be supported by offering an immediate opportunity to talk through the experience with an appropriate member of staff.

The purpose of the discussion will be:

- To reassure the pupil
- Offer continuing support
- Help restore self-esteem and confidence
- Tell the pupil what has been done as a result

MONITORING

1. The class teacher, Head Teacher and/or the Deputy Head Teacher / Assistant Head Teacher will regularly check with victims that all is well. Timing of this monitoring will be relevant to each individual case. Parents will be specifically asked to check that all is well and to contact the school if there are any concerns.
2. The Head Teacher will regularly review the success of the policy and guidelines, amending the guidelines as necessary.
3. Input from parents and governors will be sought on the success of the policy and guidelines.

COMMUNICATING WITH PARENTS

- A copy of the Anti-Bullying Policy is available on the school website or can be made available from the school office on request.
- Parents of children whose behaviour gives rise to concerns of bullying will be asked to come into school to discuss these concerns with the Head Teacher.
- Parents will be involved in discussions about the steps the school will be taking.
- Parents' views on the success of our Anti-bullying Strategy will be sought.

INFORMING GOVERNORS

It can be difficult to quantify the number of incidents of bullying which occur. Some young children regard any accident which upsets them as "bullying"; "falling out", between children can produce behaviour which is hard to define in the early stages of the dispute. That said, using the definitions above, the number of incidents recorded in a term will be notified to Governors in the Head Teacher's report. Incidents of racial harassment will not be included in these figures because they are already recorded and double counting them would not be helpful.

EVALUATION OF THE POLICY

The effectiveness of the policy will be reviewed regularly.

Reviewed February 2019

Policy adopted February 2019

Date of next review – January 2022