

Church Hill Infant School



Anti-bullying Policy 2023

Reviewed	October 2023
Reviewed	May 2022
Frequency of Review	Every year
Reviewed by:	Claire Elliott
Approved by:	Local Advisory Board

1. Aims and Objectives

Pupils at Church Hill Infant School will be educated in an environment, which promotes high standards of teaching and learning. In order to achieve a good working environment, our school expects high standards of behaviour throughout the school day. When pupils have problems, they must feel confident to tell an adult and know what action will be taken.

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

Bullying is the planned desire to hurt, upset, threaten or frighten someone else repeatedly. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated. Only when issues of bullying are addressed will all pupils be able to fully benefit from the opportunities available at school.

Doing nothing is the worst reaction to being told about bullying. It causes the victims more pain, without resolving their problems and may suggest approval to the bully. Everyone at Church Hill Infants is committed to ensuring that all who meet and work on our school premises will feel safe and secure.

All staff within school regardless of their role will be issued with awareness training relating to bullying, recognising a cry for help and dealing effectively with any child who has reported an incident. All staff are committed to ensuring that all pupils feel safe at school and that their concerns are being addressed. It is recognised that the Head Teacher and Local Advisory Board have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy, including the pupils themselves

2. Definition of Bullying

Bullying is defined as deliberate, hurtful behaviour that is repeated over a period of time by either an individual or a group.

We explain this to children as 'STOP' (Several Times On Purpose)

Different types of Bullying

There are a number of different kinds of bullying which we have listed below – this list is not exhaustive:

Physical – Hitting, kicking, stealing, hiding belongings – anything physically unpleasant

Verbal – Name-calling, insults, religious taunting, offensive remarks, teasing, using language that is threatening or disrespectful of others beliefs / ways of life. This includes attacks on non-English speakers, SEN pupils and those with a disability.

Emotional bullying – rumour spreading, malicious gossip, encouraging / convincing the victim into acts they do not wish to do, intimidation, ostracising (being left out)

Indirect – spreading rumours or stories, graffiti, threatening or obscene gestures, encouraging others to be unkind, excluding, isolating or ignoring a pupil

Cyber – all areas of the internet such as email and internet chat room misuse, mobile phone texts or calls, misuse of technology

Forms of bullying could be considered as:

Racial, religious or cultural

A Special Educational Need or disability

Appearance or health conditions

Young carer, looked after children or Home circumstances

Homophobic, Biphobic or Transphobic

Sexist or sexual bullying

We aim to be proactive in encouraging a ‘will tell’ climate and we refer to this as ‘STOP’ (Start Telling Other People)

3. How to deal with Bullying

As a school, we are determined to eradicate bullying of any kind. Bullying can sometimes be misunderstood as ‘falling out’ with other pupils, or a one-off disagreement so it is the job of the whole school to ensure that children understand what bullying is. We are a listening and telling school. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed. Throughout the year as a minimum, we invest time in the list below to achieve this.

- Regular PSHE lessons and more specifically taught units to support children in their understanding of bullying
- Schools Assemblies that share with the whole school the Anti Bullying message.
- Participate in the National Anti-Bullying Week
- Internet Safety Week to make children aware of the dangers of cyber bullying.
- In house staff training to ensure school adults are aware and kept up to date with the guidance on bullying.
- Within school, we actively promote a culture where children can ‘tell’ in a supportive environment, without fear of reprisals. We use PSHE, mindfulness and resilience techniques to help promote this philosophy.
- This policy will be discussed with all pupils and be made available to parents on request. This is to ensure that all pupils understand the school’s policy of zero tolerance of bullying and their role in making it a success. • The School Council will include bullying as an agenda item regularly.

- Incidents will be logged and monitored on a termly basis by the Head Teacher. The information will be given to the Governing body each term as part of the Head Teachers Report and shared with members of the teaching staff as and when deemed appropriate

4. Reporting and Dealing with an Incident

If any child feels concerned about any issue of bullying, they can approach any adult or trusted friend in our school to report the incident either verbally or in writing if this is preferred. If any child or adult sees an incident that they feel constitutes bullying, then there is an expectation that this will be reported. The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incidents will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incidents will be recorded and notification sent to the Head Teacher and / or Deputy head teacher
- The first time a pupil is caught, they will be issued with a verbal warning and conciliatory activities will be completed
- The second time, a further warning will be issued and a plan will be put into place to support the child and the perpetrator – parents will be informed. Pastoral support will be provided.
- If there are further incidents, a further telephone call will be made to the parents of the bully and the victim and a Behaviour Support Plan will be written. Other identified agencies may become involved as necessary.
- In extreme circumstances and after meeting with parents of both parties, carrying out the plan and providing additional support there are still incidences of bullying then exclusions may be possible. These will always be a 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 string measures are taken to protect children from bullying.

During this process

- Class teachers will be kept informed
- Parents will be kept informed
- The victim and perpetrator will receive appropriate support
- Consequences and sanctions will be used as appropriate and In consultation withal parties and policies concerned

- Proven bullying incidents will be logged and monitored to identify trends or issues that are arising and where help and support is needed to prevent these from reoccurring.

5. Lunchtime Supervision

All supervisory assistants will monitor children's behaviour. They will have clear instructions to either:

- Deal with the incident personally
- Report the incident to the class Teacher, who will take action to deal with the situation and where needed record the details
- Report the incident to the Head Teacher, who will take all appropriate action

If the incident is very serious then the Head Teacher will be informed immediately.

6. Bullying Outside of School

Head Teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Head Teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The Head Teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil.

7. What to do if you think your child is being bullied.

This policy is for anyone with an interest in the welfare of the children attending Church hill Infant School either in a teaching, pastoral, parental, guardian, caring or governor role. Parents who believe their child has been harmed as a result of bullying, or believes their child is harming others, should share their concerns with the school at the earliest opportunity and be prepared to work with the school to keep the children safe. The first port of call should be to contact the class teacher. All expressions of concern will be taken seriously and investigated thoroughly and, if there is a concern regarding incidents of bullying, this will be shared with the Head teacher or Deputy Head teacher. Should parents still be concerned, contact should be made with the Head teacher or the Deputy Head teacher.

Parental Involvement

Parents should, first and foremost, be familiar with the definition of what bullying is and the different types of bullying that can occur. Communication between home and school is key for the school to the identification and prevention of bullying. By supporting the school and their policies, and by informing school if there are any concerns, it means that situations and incidents can be dealt with swiftly and appropriately. Encouraging their child to speak to staff at school if they are worried about bullying will develop positive relationships and ensure that children feel safe and secure.