



'SSIS invests love and care in all we do'

# ST STEPHEN'S INFANT SCHOOL



## Policies

# ANTI-BULLYING

<b>REQUIRED REVIEW FREQUENCY</b>		<b>EVERY 2 YEARS</b>
<b>NEXT REVIEW DATE</b>		<b>JANUARY 27</b>
<b>VERSION</b>	<b>APPROVED BY</b>	<b>DATE OF APPROVAL</b>
<b>3</b>	<b>Education</b>	<b>15 January 2025</b>
<b>KEY CHANGES: Changes to the Vision section (Nov '22)</b>		

Signed .....

Date .....

Chair, Education Committee



*'SSIS invests love and care in all we do'*

## **Rationale**

The school's vision states:

*At St Stephen's we are committed to enabling children to have the best possible start to their lifelong journey of learning and discovery.*

*Our Golden Rules help to build positive relationships and nurture every child to make the right choices and to be part of a happy, safe and supportive school.*

*We want all children, staff, parents and carers to have a voice and feel they are valued members of our community.*

*At St Stephen's we are a welcoming and inclusive infant school.*

## **Aim**

To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

## **Definition of 'Bullying'**

Bullying is defined as deliberately '***hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.***' The four main types of bullying are:

- physical – including hitting, kicking, theft
- verbal - name calling including homophobic, transphobic, disablist and/or racist abuse
- indirect – including spreading rumours, excluding someone from social groups
- cyber – including sending or posting harmful or upsetting voice, text, images or other messages, using the internet, mobile phones or other communication technology.

Note: Pupils are not allowed to bring mobile phones devices into school.

## **Symptoms of 'Bullying'**

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or absence from school. Pupils must be encouraged, within a supportive environment, to report bullying in schools.



*'SSIS invests love and care in all we do'*

Schools' staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

## **Statutory Duty**

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

In relation to cyber bullying, the school will share information with pupils and their parents / carers to assist with keeping pupils safe at school and in the home.

## **Implementation**

### *School*

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Headteacher
- The Headteacher will interview all concerned and will log the incident on the school CPOMS system – coded as a 'Bullying' incident
- Parents/Carers will be kept informed
- Subsequent actions in response to the incident(s) will be planned in consultation with all parties concerned

### *Pupils*

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering of continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened



*'SSIS invests love and care in all we do'*

- discovering why the pupil became involved
- establishing the 'wrong choice' and need to change
- informing and supporting parents/carers in helping change the attitude of the pupil
- offering the opportunity for a face to face meeting with the subject of the bullying to enable reflection on the impact on themselves and others

The following disciplinary steps can be taken:

- official warnings to cease offending - recorded in 'Wrong choices' file
- miss playtimes/lunchtimes
- restorative justice
- lunchtime exclusion (sent home for lunch)
- fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in Jigsaw PSHE, Relationship Education, the Golden Rules, whole school and class assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour and encourage positive relationships

### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.