

SHELTON INFANT SCHOOL

ANTI-BULLYING POLICY

Introduction

Shelton Infant School has a duty of care to protect its pupils from bullying behaviours, foster respectful relationships and to support pupils' well-being.

This policy takes full account of the school's legal obligations to:

- have a policy to prevent all forms of bullying amongst pupils
- to make a written copy of the anti-bullying statement available on request
- to set out the strategies to be followed with a system to implement them and a mechanism for monitoring and reviewing their effectiveness.

An underlying principle in supporting pupils in our school is that all children are listened to sensitively and objectively and all incidences of bullying will be taken very seriously.

Bullying of any kind is unacceptable. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively.

Shelton Infant School is committed to ensuring that the utmost importance is placed upon ensuring the happiness, welfare and safety of the children.

This policy has been written in consultation with teachers to ensure that best practice and procedures are carried out at Shelton Infant School.

Definition of bullying

The gov.uk website (<https://www.gov.uk/bullying-at-school/bullying-a-definition>) states that:-

"There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- *repeated*
- *intended to hurt someone either physically or emotionally*
- *often aimed at certain groups, for example because of race, religion, gender or sexual orientation.*

It can take many forms and can include:-

- **physical abuse - hitting, kicking, pushing or hurting another child physically**
- **verbal abuse – name-calling, threats, taunting, racist or sexist remarks**
- **cyberbullying – bullying via mobile phone or online (for example email, social networks and instant messenger)"**
- **prejudice-based bullying – linked to race, religion, belief, gender or gender-identity, sexual orientation, disability or SEN**

Factors implicit in bullying activities are:

- It involves an imbalance of power - the powerful seeking to dominate the powerless.
- It can be verbal, physical, cyber and/or psychological.

Bullying:

- Damages the self-esteem of victims and bullies.
- Affects the lives of the victims and bullies.
- Depends on a code of silence for success; breaking that code is often the first step in prevention.

Children who watch bullying take place and do nothing about it collude in the bullying.

Statement of Intent

Shelton Infant School believes that: -

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the school community will be listened to and taken seriously.
- Everyone has the right to work and learn in an environment that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

Aims of this policy

- To make it clear that all forms of bullying are unacceptable and will not be tolerated at school.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.

Code of Conduct

All adults in school are role models for the children. The way in which adults behave towards each other and to pupils is particularly important in terms of providing positive role models. Adults in school will: -

- Show respect for every child and adult

- Be aware of vulnerable children, including SEND pupils and pupils with disabilities.
- Avoid favouritism
- Apply the school's positive discipline policy fairly
- Avoid labeling
- Have high expectations of all pupils
- Actively support the 'can do' and praise culture within school
- Foster respect and tolerance of others and their beliefs
- Seek to create a happy, stable and caring school in a safe environment.

Pupils also have a responsibility to role model appropriate behaviour for their peers.

Pupils will:-

- Show respect for their peers and adults within the school community.
- Be sensitive and tolerant of the needs, beliefs and views of others.
- Support the 'can do' and praise culture within school.

Dealing with incidences of bullying

1. All instances of bullying must be reported to staff and the Co-headteachers informed.
2. Staff must not ignore any suspected bullying and must not make premature assumptions.
3. All reported incidents will be fully investigated promptly.
4. Parents of both the victim and the bully will be informed and asked to attend school to discuss the problem and agree a way forward.
5. The school will be proactive in supporting the victim and will work with the bully to support them in changing their behavior. This will be closely monitored.
6. The reported incidents and the school's response will be recorded and stored electronically using the secure software of CPoms.

The school will respond to the pupils who is being bullied by:

- Actively listening to the child
- Offering support and strategies to deal with unwanted behaviours.
- Protecting the child and ensuring their safety
- Closely supervising the child and regularly checking their emotional wellbeing. They may spend time with the school's Learning Mentor.
- Involving parents/carers
- Involving outside agencies to support the child as appropriate

The school will respond to respond to the bully by:

- Ensuring that they recognise, take responsibility for and reflect on their behaviour and how it affects others
- Applying appropriate sanctions (see below)
- Guiding, supporting and offering strategies to change their behavior
- Involving parents including having a formal meeting to discuss the issues and identify solutions to the problem
- Involving outside agencies to support the child as appropriate

The school will continue to monitor the situation to check that the bullying does not reoccur.

Sanctions for children perpetrating bullying behavior may include:-

- Verbal reprimand from teaching staff.

- Verbal reprimand by the Co-headteachers
- Restorative work with the school's Learning Mentor
- Withdrawal of children from activities at the school
- Loss or reduced breaktimes/lunchtimes for a period
- In more serious cases a fixed period of exclusion from the school
- In severe and reoccurring cases, permanent exclusion from the school.

If a staff member has been the perpetrator of bullying thus will be dealt with by the Co-headteachers in accordance with the school's Disciplinary Policy.

Strategies to prevent bullying

The provisions detailed in the school's Citizenship and Personal, Social and Health Education Policy will be used to prevent bullying in the school. Children will be involved in writing class and school rules. Role play, stories and assemblies will also be used to prevent bullying.

The school will ensure there are mechanisms in place to obtain pupil voice including opportunities to contribute through class discussions and Shelton Parliament (school council) meetings.

Equal Opportunities

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn.

Confidentiality

School staff cannot promise confidentiality if approached by a pupil for help. Staff will make this clear to pupils. Safeguarding procedures must be followed when any disclosures are made.

Complaints

If a parent or carer is not satisfied with any aspect of the way the school handles the issue of a bullying, they may refer to, and follow the procedures, detailed in the school's Complaints Policy.