

# Anti-Bullying Policy

Adopted by Diversity & Standards Committee on behalf of the Governing Body: July 2017  
Amended: July 2017

## Vision Phrase

'Aim high and smile'

We are committed to safeguarding and ensuring the health, safety and well-being of all pupils in accordance with safeguarding procedures and guidance for staff outlined in the school's Health and Safety, Child Protection, Security and Safeguarding policies.



## Introduction

West Hove Infants strives to be a happy, safe and inclusive learning community. We acknowledge that bullying can affect everyone not just the child carrying out the bullying and the victims. It also affects those other children who watch and other pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse, violence including forms of cyberbullying are to be found in our society, however no one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed will a child best be able to benefit from the opportunities available at our school.

## Why is an Anti-Bullying Policy necessary?

We believe that everyone has the right to learn and work in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain some pupils with the potential for bullying behaviour. If a school is well disciplined and organised it can minimise the occurrence of bullying. Our school also has clear policies on Behaviour and Relationships and a detailed and carefully planned programme of PSHE and citizenship where the development of social skills are taught and children are taught strategies for keeping themselves safe. Assemblies, discussions and stories provide opportunities for children to explore issues around bullying from the perspective of both the perpetrator and the victim. It is also made clear that any form of bullying is unkind and hurtful and will not be tolerated.

It is important therefore that we have a clear written policy to promote this belief where both pupils and parents/guardians are fully aware that any bullying complaints will be investigated thoroughly and dealt with firmly, fairly and promptly.

## Other relevant policies

This policy relates to several others and should be read in conjunction with:

Behaviour and Relationships Policy  
Equalities Policy  
PSHE Policy and scheme of work  
E-safety Policy

## What is Bullying?

Bullying can occur through several types of anti-social behaviour. Our policy defines bullying as being:

1. **on-going**, it is not the same as conflict between two equals or random unprovoked aggressive acts or incidents
2. **deliberate**,

3. **unequal**, it involves a power imbalance.

Bullying can happen between adults, between children and young people and between adults and young people.

Acts of bullying can be:

a). **PHYSICAL**

A child can be physically punched, kicked, hit, spat at, etc.

b). **VERBAL**

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

c). **CYBER BULLYING**

A child can be bullied on line via social networking sites, emails etc,

d). **EXCLUSION**

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends. This can sometimes be quite subtle but nonetheless very damaging to confidence and self-esteem.

e). **DAMAGE TO PROPERTY OR THEFT**

A child may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

#### WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

a) Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**

b) Be proud of who you are. It is good to be individual.

c) Try not to show that you are upset. It is hard but a bully thrives on someone's fear.

d) Stay with a group of friends/people. There is safety in numbers.

e) Be assertive – shout "No"! Walk confidently away. Go straight to a teacher or member of staff.

f) Generally it is best to tell an adult you trust straight away. You will get immediate support.

All adults in school will listen and take you seriously. They will deal with bullies in a way which will end the bullying and not make things worse for you.

#### IF YOU KNOW SOMEONE IS BEING BULLIED

a) **TAKE ACTION!** Watching and doing nothing looks as if you are on the side of the child carrying out the bullying. It makes the victim feel more unhappy and on their own. Please tell an adult straight away.

#### AS A PARENT

a) Look for unusual or changed behaviour in your children, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.

b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.

c) If you feel your child may be a victim of bullying behaviour, inform the School **IMMEDIATELY**. Your concerns will be taken seriously and appropriate action will follow.

- d) Always encourage your child to tell an adult immediately there are problems which are worrying them.
- e) Tell your own son or daughter that there is nothing wrong with him or her. It is not his or her fault that they are being bullied.

AS A SCHOOL WE WILL:

- a) Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at play and lunchtimes, develop an open and supportive culture where good relationships are modelled at all levels.
- b) Use any opportunity to teach anti-bullying, discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme, through assemblies and the ongoing encouragement of an open and inclusive ethos.
- c) Deal quickly, firmly and fairly with any complaints or allegations, investigating thoroughly, recording all information accurately and dispassionately and involving parents and other children where necessary.
- d) Monitor and review the effectiveness of this policy annually.
- e) Maintain a firm, fair and consistent approach to discipline in line with agreed policy. Our golden rules are few, simple and easy to understand.
- f) Not use teaching materials or equipment which gives a negative or stereotyped view of any group because of their ethnic origin, gender, etc.
- g) Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes talking in PSHE about what friendship really is and how you can handle and manage different types of conflict constructively.
- h) Encourage everyone in school to treat each other with care and respect.
- i) Treat bullying as a serious offence and take every possible action to eradicate it from our School.
- j) Make time to investigate allegations thoroughly – especially the more subtle forms that may be occurring within a group of friends.
- k) Always be on the lookout – OBSERVE and LISTEN
- l) Be particularly mindful of issues that may involve disabled pupils, particularly those who may find communication difficult. Staff should seek advice about how to effectively elicit communication from these pupils so that their voice is heard.
- m) Report any incidents of bullying in the termly Headteacher's report to Governors.

Action to be taken by staff when bullying is suspected in school

If bullying is suspected talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

Support **victims** in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher or adult of their choice.
- by informing their parents/guardians promptly
- by monitoring them closely and offering continuing support when they feel they need it.
- by arranging for them to have a special buddy to be with them at play times and lunchtimes for as long as is needed.
- by taking one or more of the disciplinary steps described below to prevent more bullying.

We also discipline and try to change the **perpetrators'** behaviour in the following ways:

- by talking about what happened
- by discovering why they became involved.
- by informing their parents/guardians and investigating how we can best support them and their child
- by enlisting the support of external agencies in planning strategies to address the bullying behavior.
- by continuing to work with them in order to change behaviour and attitudes as far as possible.

In the event of no progress and as a last resort, by taking one or more of the disciplinary steps described below.

### Disciplinary Steps

1. They will be warned officially to stop offending.
2. Informing the bullies' parents/guardians.
3. If incidents persist, perpetrators may be secluded to the other school site/another school or excluded for a fixed period (one or two days).
4. If they then continue they will be recommended for exclusion for a longer fixed period (up to five days) or an indefinite period pending procural of additional support.
5. If they still persist with such behaviour, they will be recommended for permanent exclusion.

When considering any type of exclusion, we will abide by the nationally agreed procedures.

All incidents of bullying are logged on our school system (CPOMs) by a Head of School or the Executive Headteacher. The information recorded will be used to collect data about bullying in our setting in order to monitor, respond and prevent incidents. When appropriate some data will also feed into the statutory Prejudice-Based Incidents Report Form which is submitted to the Local Authority termly. Details of incidents are kept confidential between those

involved in the bullying situation unless there is a need by law to share it. Other information will only be shared with the permission of the person who has been bullied and their parents.

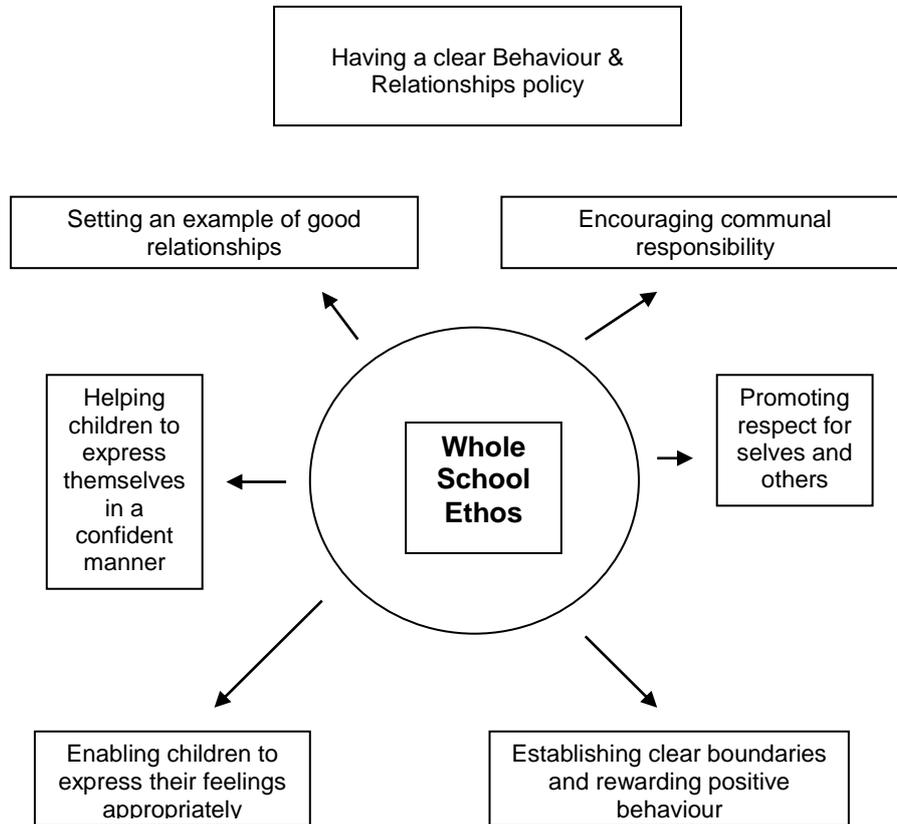
### **Bullying amongst staff**

Any behaviour that threatens or undermines colleagues is unacceptable and should be reported to the head teacher or the chair of governors if the headteacher is the perpetrator.

### **Bullying by parents**

We expect that all relationships will be conducted in a mutually respectful and courteous manner. This is stated in our home school agreement. Any instances of aggressive behaviour from a parent towards a member of staff should be reported to the head teacher immediately who will seek appropriate guidance.

## Prevention of Bullying



**The aspects of the curriculum that support our work in this area include:**

**Stories, Poems, Drama, Artwork, Assemblies, Circle Time.**



# IS IT BULLYING?

When someone says or does something *unintentionally* hurtful and they do it once, that's

## RUDE

When someone says or does something *intentionally* hurtful and they do it once, that's

## MEAN

When someone says or does something *intentionally* hurtful and they *keep doing* it - even when you tell them to stop or show them that you're upset, that's

## BULLYING

