



The Children's House

Anti-Bullying Policy

ISI Code: 10a

This policy should be renewed annually and as required by legislation.		
Action	Reviewer	Date
Review	KO	Jan 2022
Approved by Chair of COM	DB	Jan 2022
Date for next internal review		Jan 2023

Reviewed policy published on:	
On website	✓
On portal	✓
Dropbox	✓



The Children's House

ANTI-BULLYING POLICY

Introduction:

Children learn best in a safe and calm environment that is free from disruption and in which education is the primary focus. Every child and member of our school community is entitled to learn, work and play in a school environment free from bullying of any kind and in which they feel happy, safe and supported. The School is committed to encouraging good behaviour, courtesy, genuine respect for others and to preventing all forms of bullying amongst its pupils, staff and parents.

This Policy has been approved by the Council of Management and Headteacher. It will be reviewed annually and more frequently if required.

Definition of Bullying:

We define bullying as behaviour by an individual or group, that intentionally hurts another individual or group, either physically or emotionally. This includes any form of deliberate hurting or discriminatory behaviour towards a person because of his or her individual characteristics, race, gender, religion, culture, disability, sexual orientation or age.

We teach the children that bullying is **STOP - Several Times On Purpose**.

Bullying can be:

- Verbal e.g name-calling, taunting, mocking, making offensive comments
- Physical (including sexual) assault e.g kicking, hitting, pushing
- Cyber-bullying, which is defined as the use of ICT by an individual or group in a way that is intended to upset others eg social websites, mobile phones, text messaging, photographs, video and email
- Indirect emotional tormenting by excluding or 'blanking', spreading rumours, defacing or damaging property
- Forcing actions in another

We recognise that children displaying bullying behaviour are doing so for a number of possible reasons. The child may not know it is wrong. He or she may be copying older brothers and sisters. The child may not yet have learnt ways of socially interacting with peers. Encouragement to bully may be coming from other members of the group. Perhaps the child is going through a difficult time, feels powerless and is acting out anger and frustration.

We also recognise that being on the receiving end of bullying behaviour can be a very stressful and upsetting experience for a child; one that can adversely affect their performance at, and enjoyment of, school, both inside and outside the classroom, and that this adverse effect can extend into their life beyond the school environment. We will ensure any child who experiences bullying feels that they are listened to, that their concerns are taken seriously and that they are well supported by all members of staff.



The Children's House

Aims:

The school's main aim is to develop and implement strategies to prevent bullying occurring in the first place. Central to this is having an ethos of good behaviour and an atmosphere in which pupils and staff treat one-another with respect, because they know that is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education and a clear understanding of how our actions affect others should permeate the whole school environment. These values should be reinforced by staff and older pupils who set a good example to the rest.

Through regular assemblies and school council meetings, children's voices are heard. In an atmosphere of trust, children should feel confident to talk to adults about their concerns which will be addressed immediately. During PSHE, Circle Time, persona doll sessions and Assemblies, children will be taught strategies to help them recognise and deal with situations which may involve bullying, namely, be firm and clear and tell the bully to stop, get away from the situation as quickly as possible and tell a teacher or parent immediately.

It is the School's policy to deal immediately with cases of suspected bullying. Staff undertake to listen carefully to all sides in order to achieve a clear understanding of what has been said or done and why, without presumption.

The school seeks to inform parents to ensure that they are clear that the school does not tolerate bullying in any form and that they are aware of the procedures to follow should any instance of bullying arise. This information is relayed to the parents through class meetings at the beginning of the year, the availability of the policy on the website and, if the need arises, through reminder e-mails or one-off parents' meetings.

Procedures:

If a teacher suspects that bullying is taking place, he/she will inform the Head immediately. The Head and class teacher will record an instance of bullying in the Bullying Logbook, held in the office. The Head will inform the parents of both the child who is believed to be bullying and the child who is being bullied. In the event that a parent has concerns that his or her child may be being bullied, the parent should speak to the class teacher immediately, who will inform the Head.

The Bullying Logbook records names of victims/perpetrators, location, dates, type of bullying, witnesses etc. Following an incident of bullying, parents of the victim and the perpetrator are informed. An Action-Plan is drawn up by the class teacher and the Head, documenting how the issue is to be managed for the children involved and for the wider group, if appropriate, including positive behaviour management strategies, consequences and curriculum support. The action plan is shared with parents. Any repeated behaviour is also logged by the class teacher in individual tracking diaries. Meetings will be held weekly to review the effectiveness of the Action Plan. Bullying behaviour is not tolerated and the school works with the parents to eradicate all forms of bullying and support the development of children's understanding, tolerance and respect towards others.



The Children's House

The School expects the parents of the perpetrator to share its policy of zero-tolerance of bullying behaviour and to reinforce the value of good behaviour. In the event that parents are not able to offer their full support in this matter and discriminatory bullying by a pupil continues, the School may find it necessary in the final instance to consider expulsion of the pupil concerned.

Nursery Children

Nursery children are encouraged to treat one-another with kindness and consideration. We want them to be honest, helpful and polite, and to work hard and listen to others. They should respect everyone and learn to value differences and diversity. The Head of Nursery is in charge of behaviour management in the EYFS setting.

Cases of bullying are recorded in the bullying log book so we can track types of bullying that might need addressing. Parents of the victim and the perpetrator are informed. We rarely need to impose sanctions in the nursery but sometimes we may remove a privilege for hurtful behaviour. Occasionally, a child may be sent to see the Head of Nursery, who will explain the inappropriateness of a particular action and introduce a more appropriate action. Parents are always informed when their child is given a significant sanction or reproof, and in cases of repeated instances of hurtful or inappropriate behaviour, parents are invited into the School to discuss the situation with the child's teacher and the Head of Nursery to agree a way forward.

Types of Bullying

The specific type of bullying recorded in the log. The bullying log is monitored on a half-termly basis by the assistant head at each site and patterns of bullying are noted. If a protected characteristic forms the basis of a bullying incident, the school addresses the issue in assemblies, PHSE and persona doll sessions.

Bullying in the Workplace

If a member of staff has concerns about bullying in the workplace, he or she is advised to talk to the Head about his or her concerns. If a member of staff is not satisfied with the response from the school to his or her concerns, he or she should contact The Chair of the Council of Management Dawn Brindle, in writing via the school. If a member of staff is not satisfied with the response from the Council of Management he or she is advised to follow the school's Grievance Procedure.

Any complaint against a member of staff which is a child protection issue involving the bullying of a child or children, must be referred immediately to the Headteacher/Designated Safeguarding Lead in line with the school's policy on whistleblowing. Staff must always report any concern.

We aim to ensure through this Policy that all members of our school community are well integrated and appreciative of one another's rights and responsibilities.

This Policy was reviewed, amended and agreed by the Council of Management in January 2022. It will be reviewed again in one year's time.



The Children's House

Signed: Dawn Brindle Chairman of the Council of Management _____