



The Children's House

Anti-Bullying Policy

This policy should be renewed annually and as required by legislation.		
Action	Reviewer	Date
Review	TH	Jan 2024
Approved by Chair of COM		Jan 2024
Date for next internal review		Jan 2025

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:

Bullying is behaviour by an individual or group that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by



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prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Bullying can be stand alone or part of a pattern of abuse.

Bullying includes but is not limited to:

- 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

Forms and types of bullying

Bullying can happen to anyone.

This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances o Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/biphobic bullying)
 - Gender based bullying, including transphobic bullying
 - Bullying against teenage parents (pregnancy and maternity under the Equality Act)

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



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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.

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 has a zero-tolerance to 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.

This policy has been developed with the guidance laid out in Preventing and Tackling Bullying (DfE, July 2017) .

This policy should be read in conjunction with the following policies:

- Safeguarding and Child Protection Policy
- Behaviour Policy



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- Acceptable Use Policy for Pupils
- Online Safety Policy
- Anti-Bullying Handbook

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 on the Wellbeing Manager on iSams. The DSL will also be informed of bullying concerns via iSams. 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 incident report on the Wellbeing Manager 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 on Wellbeing Manager by teachers and SLT. 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 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.

Artificial intelligence tools are now widespread and easy to access. Staff, pupils and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard. We recognise that AI has the potential to be used to bully others, for example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real. We will treat any use of AI to bully pupils in line with our anti bullying and behaviour policy.

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 Deputy Head and Assistant Head are in charge of behaviour management in the EYFS setting.



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Cases of bullying are recorded on the Wellbeing Manager on isams 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 Deputy Head or Assistant Head, 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 Deputy Head to agree a way forward.

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, 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 2024. It will be reviewed again in one year's time.

Signed: Danielle Dufey Chairman of the Council of Management _____