



# Anti-Bullying Policy

## Rationale

Every child in our school has a right to enjoy their learning and play in safety and security. They should be free from intimidation and fear.

The school will not tolerate bullying or *any* unkind actions or remarks.

We understand that the best way to stop incidents of bullying is to

- (a) Help children understand the feelings of others (including the child who is being bullied as well as the child who is bullying)
- (b) Encourage children to talk, tell and share their thoughts and worries

<b>Definition</b> <i>Bullying is</i>	<b>Types of Bullying</b> <i>Bullying can be</i>	<b>Signs to look out for</b> <i>A child's behaviour may change at home or at school; they may</i>
<ul style="list-style-type: none"> <li>▪ Repeated</li> <li>▪ Ongoing</li> <li>▪ Deliberate</li> <li>▪ Targeted</li> </ul>	<ul style="list-style-type: none"> <li>▪ Physical</li> <li>▪ Emotional</li> <li>▪ Verbal</li> <li>▪ Cyber-bullying (on-line, text etc.)</li> <li>▪ Bullying linked to the 9 protected characteristics in the 2010 Equality Act*</li> </ul>	<ul style="list-style-type: none"> <li>▪ become more introverted or extroverted</li> <li>▪ change in weight</li> <li>▪ become more angry</li> <li>▪ become more tearful</li> <li>▪ show signs of injury</li> <li>▪ poor attendance</li> <li>▪ avoidance of eg. playtime situations</li> <li>▪ physical changes (eg. stammer, biting nails etc.)</li> </ul>

### **What the school always does**

- ✓ Deals straight away with any unkindness, rough play, rude or mean comments that they are aware of
- ✓ Uses Restorative justice to allow all parties to be heard
- ✓ Teaches children what bullying is and what bullying means. (This is done during Anti-Bullying week each November through PSHCE class work and assemblies.)
- ✓ Teaches children how to spot signs of bullying
- ✓ Teaches children what to do if they are being bullied or they feel someone else is
- ✓ Invites external professionals (eg. NSPCC) to do workshops with our children
- ✓ Holds Circle Time class discussions about friendships and relationships
- ✓ Uses our two ELSAs (Emotional Literacy Support Assistants) to do pro-active work with children who are vulnerable, sad, struggling to make friends etc.
- ✓ Teaches about trust, loyalty, honesty and kindness in Assemblies
- ✓ Has an 'open door' policy where parents feel comfortable to talk to the class teacher, SENCo, PFSA or Head as needed

### **If the school is aware that a child is being bullied they will:**

1. Talk to both children and relevant staff to establish facts as soon as possible
2. Offer reassurance and support to all involved
3. Talk to both sets of parents
4. Make a note of all meetings, and dates so the records are clear
5. Put an action plan in place to help stop the bullying whilst considering the individuals involved and the context
6. Continue to monitor the situation
7. Hold an agreed review meeting (more than one if necessary) to ensure the bullying has stopped

### **If a parent feels their child is being bullied or their child is bullying**

1. Talk to the class teacher to share their concerns and establish a clear picture
2. Attend meetings and review meetings as needed
3. Engage with the action plan established
4. Maintain open communication with the school
5. If the parent is not happy with action put in place they should then speak to the Head Teacher
6. If a parent is not happy after the Head has taken additional action then they should follow the school's Complaints Procedure

### If a child feels that

- (a) They are being bullied
- (b) Another child is being bullied
- (c) They are bullying a child

1. Share their concerns by
  - Talking to their class teacher (or another member of staff who they feel happier to talk to).
  - Talking to a friend, buddy or member of the School Council if they wish. School Council can pass concerns to any teacher or the Head.
  - Talking to their parent or carer.
2. Attend meetings and join in with the action plan as necessary.
3. Call Childline 0800 1111

### **Confidentiality and Anonymity**

The usual rules re confidentiality and data protection apply. Discretion will be used. However in order to resolve these incidents parents and children need to be kept informed; there needs to be opportunity for open and honest discussion and permission will be sought to share specific information as and when needed.

### The 9 protected characteristics in the 2010 Equality Act

- i. Age
- ii. Disability
- iii. Gender reassignment
- iv. Marriage or civil partnership (in employment only)
- v. Pregnancy and maternity
- vi. Race
- vii. Religion or belief
- viii. Sex
- ix. Sexual orientation

### Useful Websites

Kidscape	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>
Child Line	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Anti Bullying	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

March 2020

Agreed by Governors:

Signed:

