



Woodgrange Infant School

Anti-bullying Policy

Introduction

It is the basic entitlement of all children at Woodgrange Infant School that they receive an education free from humiliation, oppression and abuse. Education is a compulsory experience and it is therefore the responsibility of all staff to ensure that it takes place in an atmosphere which is caring and protective. Parents are entitled to feel confident that when they send their child to school they will be protected from bullies or behaviour that is perceived to be of a bullying nature. We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn. Bullying of any kind is unacceptable in our school. If bullying does occur all pupils should be able to tell an adult and know that incidents will be dealt with promptly and effectively. Anyone who knows or suspects that bullying is happening should tell the staff and should expect that the school will respond.

Aims of this policy

To enable all members of the school community to have a clear shared understanding of what constitutes bullying

To make it clear that bullying will not be tolerated and that any incidences will be firmly dealt with

To create an environment where children are safe and able to report bullying behaviour

To contribute to the safeguarding of pupils in our school

What is bullying?

Bullying is

- Aggressive behaviour that is hurtful or deliberate
- Often persistent over a prolonged period of time
- Behaviour that is hard to resist or defend against
- Hurtful and distressing for the victim

Bullying can manifest itself as

- Physical- pushing; hitting; kicking; theft etc
- Verbal- name calling; threatening; teasing; discriminatory remarks
- Emotional- unfriendly behaviour; excluding; tormenting
- Racist- racist taunts; graffiti; gestures
- Cyber- using technology of any sort

Signs a child may be being bullied include

- Being withdrawn and unwilling to come to school
- Showing a change in behaviour- becoming anxious or lacking in confidence
- Nightmares
- Feeling ill in the morning
- Not working so well in class
- Losing items, having belongings damaged
- Having unexplained injuries
- Becoming disruptive
- Frightened to speak to adults

These behaviours could also be a sign that something else is wrong but bullying should be explored as a possible cause.

If a child feels that they are being bullied or sees someone else being bullied then there are several things they can do:

Tell a friend

- Tell a member of staff in school – take a friend with you if you want
- Tell a parent or adult at home whom you feel you can trust
- Don't blame yourself for what is happening

What can parents do?

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should follow these actions:

- Listen to their child with an open mind and try to collect all the facts – is it bullying or friendship problems, which may resolve naturally?
- Be sensitive to the child's feelings letting them speak for themselves
- Contact the school as soon as possible
- Be prepared to work with the school
- Encourage your child to talk to an adult in school if further incidents occur
- Support the school's anti-bullying policy
- Discuss the anti-bullying policy with your child
- If parents feel their concerns aren't being addressed they should talk to the head teacher

Parents should not:

Attempt to sort out the problem themselves by speaking to the alleged bully or their parents
Encourage their child to be 'a bully' back

What we do to prevent bullying

We make all children aware of what constitutes bullying and what to do if they feel bullied or if they see another child being bullied. These aspects are covered through the curriculum areas of PSED/ PSHE and through the Assembly programme.

We make sure all staff are aware of school behaviour policies and procedures for dealing with bullying.

We highlight and celebrate positive behaviour.

We work with children and their families.

We may involve outside agencies with parental consent

Procedures

Well established procedures for monitoring behaviour issues will help to identify bullying as opposed to isolated incidents. Repeated incidents are more likely to indicate bullying.

If bullying is suspected the following steps will be followed:

Adults

Deal with the incident immediately taking and recording a clear account of the incident and passing to the headteacher.

The Headteacher interviews all involved and records what is said and determines appropriate sanctions. Parents will be kept informed

Children are given an immediate opportunity to discuss what happened with a member of staff. Victims are reassured and are offered continuous support to help restore self esteem and confidence. Children who have bullied others will discuss what happened to try to find out why it happened and to establish the need to change this behaviour.

Parents will be involved in trying to change this behaviour.

Sanctions and disciplinary steps:

First time	Details of event recorded Child told behaviour wrong and not to do it again
Second time	Details of event recorded Child sent to thinking room Parent informed at the end of the day
Third time	Details of event recorded Child sent to Headteacher Letter sent to parents
Fourth time	Details of event recorded Parents asked to come to school Behaviour recorded for at least a week At the end of the week parents asked to come in to talk about improvements in behaviour

Monitoring and evaluation

The effectiveness of this policy will be evaluated each year through reviewing records of incidents of bullying. This evaluation will be reviewed with the safeguarding governor and a report made to Governors.

We will know this policy is effective when all staff are clear of the procedures, children report they always feel safe in school and the term bullying is hardly used at our school.

2017**Review Date 2019**