Doddinghurst Infant School

Church Lane, Doddinghurst, Brentwood, Essex, CM15 0NJ

Anti-bullying Policy

Date last reviewed:	**Autumn 2017**
Frequency of review:	**Annually**
Date next review due:	**Autumn 2018**
Version:	**2.0**

Introduction

Bullying is unacceptable behaviour. It happens in all schools and many young people are involved at some time. At Doddinghurst Infant School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn and play, talk about their worries and be confident that an adult will listen and offer help. We recognize the uniqueness and individuality of all members of its community and the need for everyone to be free from fear and discrimination. This policy details our whole school anti-bullying approach; this is in support of our duty to safeguard learners in our care and to promote good behaviour and well-being. If bullying does occur, we will make it clear to children, staff, parents/carers and governors that when bullying happens we will work as a community in accordance with the policy set out in this document to help both people who are harmed and the perpetrators. We will ensure the safety of the targeted pupil and do our best to support improved behaviour from the perpetrator.

Mission Statement

"At Doddinghurst Infant School we aim to provide a happy, safe, caring and stimulating environment, enabling our children to reach their full potential, so they become successful learners, confident individuals and responsible citizens."

Definition of bullying

Our school has a clear definition of bullying, which we consider essential to ensure the school community is able to recognise and report bullying behaviour:

- Bullying behaviour deliberately causes hurt (either physically or emotionally).
- Bullying behaviour is usually repetitive.
- Bullying behaviour involves an imbalance of power; the person or people on the receiving end feel like they can't defend themselves.
- Bullying behaviour is not necessarily confined to the school premises.
- Bullying behaviour is not teasing between friends without intention to cause hurt and where this happens in a 'single incident'.
- Bullying behaviour is not falling out between friends after a quarrel or disagreement (though in some cases this can lead to bullying).
- Bullying behaviour does not include activities that all parties have consented to and enjoy where there has been no coercion.

Three main types of bullying behaviour are:
- Physical - hitting, kicking, taking belongings;
- Verbal - name calling, insulting, racist remarks (i.e. words focusing on a child's difference from other children);
- Indirect - spreading nasty stories about someone, excluding someone from social groups, posting messages or images on the internet or by mobile telephones.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong.

Within school we will pay particular attention to:
- Race, religion and culture;
- Homophobic bullying;
- Bullying of pupils with SEN or disabilities;
- Sexist or sexual bullying;
- Online bullying.

Our school's Behaviour policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

Rationale
We will challenge bullying behaviour and respond promptly and effectively because:

1. Bullying behaviour is contrary to our school's ethos and is banned in our school:
- it puts at risk the safety and happiness of our pupils,
- they may become unhappy about coming to school,
- they may suffer injury - both physical and psychological and over a period of time they could lose self-confidence and self-esteem which could lead to them suffering serious long term psychological damage.

2. Children who are unhappy because of bullying are less likely to be able to concentrate and learn to their full potential, leading to underachievement.

3. It needs to be demonstrated to our children that bullying will not be tolerated. The school must be seen to act effectively to the pupils in general and the victim in particular.

4. We do not claim that "there is no bullying here" - every school may have some degree of bullying. We are fortunate that the incidence is infrequent at our school, but that is not to imply that we intend to minimise its effects on the victims and their families.

Guidelines
Strategies for Preventing Bullying Behaviour:

1. First and foremost by our school's ethos and Visions and Values.

2. Directly through the curriculum e.g. discussing class friction or focusing on individual or group behaviour in an historical investigation.

3. Indirectly through classroom management e.g. promoting the process of collaborative group work using a focused curriculum task or problem solving.

4. Using Cambridgeshire PSHE and class discussions to raise self-esteem, to promote collaborative problem solving and cooperative behaviour and challenge bullying behaviour.

5. Using the wider curriculum to raise issues relating to bullying behaviour in a variety of contexts, e.g. anti-Semitism, as appropriate to a child's age.

6. Include opportunities to reduce prejudice within the curriculum, e.g. 'Family and Friends and Anti-bullying in PSHE

7. Providing a safe and secure environment for children to minimise opportunities for bullying behaviour to take place.

8. The School Council will be able to raise issues of concern in relation to bullying behaviour which will be minuted and reported to the headteacher for investigation.

9. Child friendly anti-bullying and online bullying code, generated by pupils, exists in school.

10. Use outside agencies to broaden understanding.

Strategies for Responding to Bullying Behaviour:

1. If a child has been physically injured as a result of bullying behaviour parents of both children will be informed of the incident and action taken by the school. The child who has carried out the bullying behaviour will be reprimanded by the headteacher and his/her parents will be expected to support the school in monitoring the child's behaviour in the future. Should there be a recurrence of the incident and the aggressor's behaviour did not improve (following intervention by the school in the ways described below) then sanctions would be used with exclusion as a last resort.

2. Where an incident is deemed to be of a very serious nature (e.g. physical assault with a weapon, sexual assault, theft, coercing to commit a crime) the headteacher will also contact the police for advice.

3. In the case of bullying behaviour taking the form of teasing or name calling then a reprimand will be given. Should this behaviour become sustained, parents will be informed.

4. If it should happen that the child/ren involved in bullying others is/are reluctant to admit to their actions a class teacher would encourage an honest and direct discussion with the children concerned.

5. Where appropriate the focus would be on finding a solution to prevent the recurrence of further teasing/name calling etc. The adult would aim to find a solution to the personal disagreement and discuss how the various proposals suggested could be put into action. A follow up meeting would be held to check on progress.

6. Where an incident or incidents of bullying behaviour have taken place off the school site, the headteacher will investigate and inform parents.

7. All incidents of bullying behaviour will be recorded by the headteacher. Staff will follow up such incidents to monitor success of resolutions implemented.

8. Racial, homophobic and SEND related bullying behaviour will be reported to the Local Authority in line with LA requirements.

9. Support of external agencies will be sought where appropriate for some forms of bullying behaviour, e.g. Specialist Behaviour Support Service, SARI.

10. Summary information about bullying behaviour will be reported to the Governing Body

Monitoring, evaluation and review

The headteacher is responsible for monitoring implementation and the review of this policy. The effectiveness of this policy will be evaluated against bullying incident data collated in school, such as: findings of safety and bullying survey, log of reported bullying incidents, exclusions resulting from bullying incidents, complaints raised against the school linked to handling of alleged bullying and comments from parent/carer questionnaires.

Approved by the governing body:
The policy will be reviewed in line with the School Development Plan

Useful Contacts
Childline- 0800 1111 www.childline.org.uk
NSPCC Helpline- 0808 800 5000
www.there4me.com (an online service for young people)
Kidscape- 020 7730 3300 www.kidscape.org.uk/
Parentline Plus www.**parentlineplus**.org.uk
www.safenetwork.org.uk

Related documents
- Safeguarding Policy
- Behaviour Policy
- "Supporting pupils' emotional well-being"
- Guidance for Safer Working Practice for Adults who work with Children and Young People in Education Settings (1) - incorporated into 'Code of Conduct Policy'.
- PSHE unit: "Me and Keeping Myself Safe", 'Me and My Relationships'