



## Bidbury Infant School

### Anti-Bullying Policy



#### **STATEMENT OF INTENT:**

At Bidbury Infant School a Rights Respecting ethos is embedded throughout our school. The children are taught about the values, attitudes and skills which foster mutual respect and caring towards others, creating an effective and caring school and we expect all children to understand and demonstrate our school Values:

**Achieve** all you can and do your best

**Believe** in yourself and never give up

**Care** for and encourage others

**Bullying of any kind is unacceptable at our school.**

**Everyone within our school has the right to feel safe, valued, protected and to be treated with respect and dignity.**

#### **What is bullying?**

Bullying is defined as deliberately hurtful behavior, repeated over a period of time, where it is difficult for those who are being bullied to defend themselves.

The main types of bullying are:

- emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- physical – pushing, kicking, hitting, bunching or any use of violence
- verbal – name-calling, sarcasm, spreading rumours, teasing
- racist – racial taunts, graffiti, gestures
- sexual – unwanted physical contact or sexually abusive comments
- homophobic – cause of, or focusing on the issue of sexuality
- virtual/cyber-bullying – use of email or texts

We also understand that prejudice based abuse (hate crime) is a criminal offence which could happen within our school. This may be perceived by victim to be motivated by a hostility or prejudice based on a person's real or perceived disability or race, gender, religion, gender identity or sexual orientation.

#### **Why is it important to respond to bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

If bullying, or cyber-bullying does occur, all pupils should feel empowered to report it and know that incidents will be dealt with promptly and effectively. It is our collective responsibility as members of

Bidbury Infant School to report bullying in order to protect the rights of others within our school community. We ensure that all parents, staff and pupils have full access to this policy via the internet or school office.

### **Aims and objectives of the Anti-Bullying Policy:**

- All Governors, staff, parents and children should understand what bullying is.
- All Governors and staff should know what the schools Anti-Bullying Policy is and follow it when bullying or cyber-bullying is reported.
- All pupils and parents should be aware of what they should do if bullying or cyber-bullying arises.
- As a school we take bullying very seriously. Pupils and parents know that they will be fully supported when bullying or cyberbullying is reported.
- Bullying and cyberbullying will not be tolerated. It is our responsibility to ensure that when it occurs any incident of bullying is dealt with in line with this policy.

We believe in Hampshire County Council's overarching vision that every child and young person, including those who are vulnerable or disadvantaged, has the best possible start in life and develops to their full potential. Our aim is for all children and young people to achieve the five outcomes of Every Child Matters; that is to:

- be healthy
- stay safe
- enjoy life and achieve their full potential
- be interested and fully involved in the community they live in
- achieve economic independence.

### **The needs of children/young people:**

In particular, children and young people have the right to:

- be able to grow and develop in safety and free from prejudice and discrimination;
- be listened to and have their views taken into account;
- be treated with respect;
- belong to and be valued in their community;
- see their needs and interests at the heart of everything we do.

The children and staff at Bidbury Infant School share the responsibility to ensure that all children's rights are met and valued. The aim of this policy is to protect the rights of all children.

### **Staff support and training:**

The school will ensure that all staff received annual refresher training for this policy. New staff induction will include this policy.

Supporting frameworks:

Anti-Bullying Alliance

Materials Healthy Schools

Bidbury Infant School's own e-Safety training and policies.

## **Assessment, monitoring, evaluation and reviewing:**

This policy is reviewed on an annual basis.

The monitoring of the effectiveness of the policy will be undertaken in a variety of ways including:

- regular reviews of the effectiveness of interventions
- school questionnaires to parents and children
- School Council discussions
- Review of PSHE
- Parental Self Evaluation Questionnaires
- Pupil Evaluations/Questionnaires

## **External support:**

Anti-Bullying Alliance – [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk) Kidscape – [www.kidscape.org.uk](http://www.kidscape.org.uk)

Childline – 080001111

Bullying Online – [www.bullying.co.uk](http://www.bullying.co.uk)

Parentline plus – [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

Cyberbullying.org – [www.cyberbullying.org.uk](http://www.cyberbullying.org.uk)

## **Involvement of parents/carers:**

It is essential to involve parents when bullying has taken place, either in person or via mobile communication. The most effective emphasis in meetings with parents is on joint problem solving. The aim of the meeting is to minimize the likelihood of further bullying regardless of whether on is talking about the child who has bullied or the victim.

We will ensure that:

Parents are clear about the joint problem solving focus

The have been given enough notice

The meeting is uninterrupted

Parents' right to express their opinion is respected and they have an opportunity to have their say.

The meeting is purposeful and ends on a positive note.

## **Management of bullying incidents at school:**

There are many opportunities for children to develop their understanding of bullying and share their experiences, which is a strong preventative measure for bullying and cyber-bullying. Our RRR ethos and culture enables all children to learn about their rights and responsibilities with regard to bullying. Class Charters are continually referred to.

### **If bullying occurs:**

- A secure environment is provided in which incidents can be reported confidently.
- A log is kept of bullying incidents (including the date of the incidents(s)).
- The pupil who has been bullied should be made aware/shown that bullying is taken seriously.
- Consistency is of the upmost importance in recording of incidents and the response to bullying.
- The school should protect and support all parties involved.
- The persons who has bullied should be encouraged to behave in an acceptable way (refer to class rules etc.)
- Interventions should be closely monitored and followed up appropriately.

### **Procedures:**

- Bullying and cyberbullying incidents are logged and reported Incidents will be reported to SENCO and SMT
- In serious cases of bullying, parents of all children involved should be informed and will be asked to come and have a meeting to discuss the incident. This may involve, Teachers, Teaching Assistants, ELSAs, SMT and/or Headteacher.
- The bullying behavior is investigated and the bullying will be stopped quickly
- The bully/bullies will receive support to change their behaviour (e.g., ELSAs, Teachers and Primary Behaviour Support if necessary)
- All incidents will be followed up and monitored.

### **At Bidbury we:**

- Establish a clear code by which we behave.
- Ensure that all the children are aware of the behaviour classed as bullying and this is updated frequently through assemblies, philosophy for children, PSHE integrated within the curriculum.
- Consistent Intervention Plans (CIPs) and/or Personal Support and Intervention Plans (PSIs) are made for children experiencing interpersonal and peer relationship difficulties.
- Adopt a 'no blame' approach.
- We monitor closely children who have Special Educational Needs.

### **Confidentiality:**

All members of staff should ensure that they are familiar with the school's Confidentiality Policy.

**Linked policies:**

Behaviour, Safeguarding, Personal Development, E-Safety, ICT & Computing Acceptable Use Policies, Confidentiality and Equality Policies

**Dissemination of the policy:**

The policy is disseminated to parents through:

- The school's website
- School newsletters

This policy is disseminated to staff at the beginning of every autumn term and to new staff as part of their induction.

This policy is disseminated to children through:

- PSHE (fully integrated into the curriculum)
- Assemblies
- Key national events such as Safer Internet Day
- Class Rules
- Integrated RRR Curriculum

*Policy approved and adopted: September 2021*

*Due for review (annually): September 2022*