

# Bournes Green Infant School

## Anti-Bullying Policy

Written and approved by the Governing Body Spring 2018  
This policy will be reviewed in accordance with our Review  
Timetable

Signed .....

Dated .....

Chair of Governors

# Bournes Green Infant School

## Anti-Bullying Policy

### Our Vision

At Bournes Green Infant School the governors, staff, children, parents and carers work together in an atmosphere of mutual respect and trust, in a community that is strengthened and enriched by a diversity of background, culture and religion. Our priority is to foster the self-confidence, self-esteem and independence of *all* in a climate of growth and opportunity that will enable us to achieve the highest standards. We actively promote a healthy environment in which children enjoy learning and develop the skills needed to become responsible members of society. We aim to bring learning to life.

'**Strength Through Wisdom**' was the original mission statement for our school. Today we nurture our children to be confident and articulate with an enjoyment of learning in the belief that this will enable them to gain strength from their developing wisdom.

See also related policies: Curriculum, Assessment, Equal Opportunities, Race Equality, SEN, Early Years Foundation Stage, Learning and Teaching, Academically More Able and Positive Behaviour Management.

### **Bullying**

We aim to avoid bullying by careful adherence to our Positive Behaviour Management Policy. We will not hesitate to investigate if anyone believes that bullying is taking place.

Our definition of bullying is any form of aggression, physical or verbal. It is repeated behaviour with the bully, or group of bullies, intentionally setting out to cause distress to another child or group of children.

At Bournes Green Infant School we believe bullying to be any behaviour, which denies others respect. This could include racial discrimination, general racism, sexism, abuse by adults or children, e-bullying, homophobic bullying, or any form of discrimination based on someone's race, culture, appearance, behaviour, special educational need, disability or medical need. (See also our policies on Equal Opportunities and Racial Harassment.)

Bullying can be both physical and verbal in nature, for example, name-calling, teasing and taunting, which are emotionally bruising. Excluding targeted individuals can also be bullying. Bullying will not be tolerated in any form, and all incidents will be taken very seriously. The school actively seeks to encourage an open and trusting atmosphere.

This policy also includes bullying between children out of school and bullying of staff.

## **Practice and Procedures**

### **Prevention**

Lead by a senior member of staff, everyone involved in the life of the school/setting takes responsibility for promoting a common anti-bullying approach. Through the consultation process, all involved have agreed to:

- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be clear that we all follow the Golden Rules of Bournes Green Infant School
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- support each other in the implementation of this policy

All members of the school community are expected to report incidents of bullying.

**All staff** have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect.

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school policy
- Emphasise and behave in a respectful and caring manner to children and colleagues
- Create a positive atmosphere
- Raise awareness of bullying through the curriculum including activities, stories, role-play, discussion, peer support, school council, etc.
- Provide a key staff member who is responsible for the monitoring of the policy

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to lead on anti-bullying within school leadership

Through the development and implementation of this policy, Bournes Green Infant School trusts that all children, young people, parents/carers and staff will:

- Feel confident that everything is being done to make Bournes Green Infant School a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place

### **Responding - Recording**

All incidents will be recorded by the school.

A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented.

### **Dealing with an Incident**

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

The school community needs to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted.

It is essential that no child is placed in a potentially humiliating situation, but bullies will be expected to take part in an honest and open appraisal of their actions and behaviour. It is the behaviour that will be criticised not the child.

The Headteacher will investigate all incidents thoroughly by:

- Talking the incident through with all parties involved - separately if necessary
- Obtain witness information
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rules(s) have been broken
- Discussing strategies for making amends
- Inform the staff about the incident
- A bullying incident form will be completed and it will make clear the:
  - Conduct of the child(ren) and the actions child(ren) should take
  - Monitoring arrangements for assuring the problem does not happen again
  - Further action the school will take if the problem does happen again

The monitoring process will continue as long as is thought necessary. Parents and carers will be involved in the process.

Measures to be taken will be in line with the school's Positive Behaviour Management Policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Obtaining an apology
- Use of 'Let's solve the problem together' - if appropriate
- Informing parents of both bullying and bullied
- Time away from an activity
- Missing another activity
- Formal letter home from the senior staff member/head teacher expressing concerns
- Time out from the classroom
- Fixed term exclusion
- Permanent exclusion

Safeguarding procedures will be followed when child protection concerns arise. There will be police involvement if we believe that a crime has been committed.

All racist incidents will be reported to the local authority.

Any serious incidents of bullying will be reported to the Behaviour and Safety Committee.

## **Review**

Reviewed and approved by staff and the Governing Body in Spring 2018.

This policy will be reviewed in line with our Policies and Key Documentation Timetable.

## Bullying Incident Form

Name of bully/bullies	
Name of victim	
Outline of incident/ incidents	Date
Actions taken:	
Meetings with parents of bully:	
Meetings with parents of victim:	
The monitoring arrangements for assuring the problem does not happen again:	
Action the school will take if the problem does happen again:	
Date:	
Signed by Headteacher or member of Leadership Team	