



Chellaston Infant School
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ANTI-BULLYING POLICY

Written by the Healthy Living Team
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INTRODUCTION

- Bullying is a behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.
- Bullying is repeated over time.
- Bullying makes those being bullied feel powerless to defend themselves.

What types of bullying are there?

- Emotional: being unfriendly, excluding, tormenting, and threatening behaviour.
- Verbal: name calling, sarcasm, spreading rumours, teasing.
- Physical: pushing, kicking, hitting, punching or any use of violence.
- Extortion: demanding money/goods with threats.
- Cyber: all areas of internet, email and internet chat room misuse, mobile threats by text messages and calls.

AIMS AND OBJECTIVES

- Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to provide a safe and secure environment where all can learn without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make all those connected with our school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

THE ROLE OF GOVERNORS

- The Governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that staff do not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The Governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

THE ROLE OF THE HEADTEACHER

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing body about the effectiveness of the anti-bullying policy on request and reports to the Personnel Committee on a termly basis.
- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

THE ROLE OF THE TEACHER

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.
- As teachers, we address bullying through our PHSE scheme of work (SEAL). Each teacher teaches about bullying for a two week block in the Autumn term. The scheme encourages pupils to reflect on their actions and consider the feelings of others. If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. We spend time talking to the child who has bullied; we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher, the special needs co-ordinator and the learning mentor. We then invite the child's parents into the school to discuss the situation.
- Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- Teachers attempt to support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

THE ROLE OF PARENTS

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of our school.
- Should a parent be made aware of potential bullying, they should report the incident(s) in writing to the Headteacher and their child's class teacher. The following procedure will then be followed:
 - 1. Interview the victim, alleged bully and any witnesses separately.**
 - Avoid making premature assumptions. It is very important not to be judgmental at this stage.
 - Be non-confrontational.
 - Ask the alleged bully and the alleged victim to write or draw details.
 - Ask additional witnesses for information.
 - Reiterate to witnesses that there are no innocent bystanders – they are all responsible if anyone is being bullied.
 - Listen carefully to all accounts.
 - Do not attach blame until the investigation is complete.
 - Adopt a problem-solving approach which moves a bully on from justifying themselves.
 - Ask the alleged bully to suggest ways in which the situation can be improved.
 - 2. Record details of the bullying.**
 - Write a brief summary of the incident.
 - Place these summaries in pupils' individual files.
 - The Headteacher will also keep a record of all incidents of bullying.
 - 3. Take appropriate action to deal with the bully.**
 - If you are satisfied that the bullying did take place, help the child understand the consequences of their actions and warn them that there must be no further intimidation. Inform them of the type of sanction to be used if bullying is repeated.
 - Try for reconciliation and genuine apology from the pupil.
 - Realise that some children do not appreciate the distress they are causing and are willing to change their behaviour. Do not however force a face-to-face meeting.
 - Try to reach agreement on reasonable long-term behaviour.
 - Inform parents about incidents and what action is being taken.
 - If initial attempts to stop the bullying fail, apply an appropriate level of sanction commensurate with the seriousness of the bullying (see Behaviour Policy).
 - Class teacher to monitor pupil over next 1/2 term.

- Support the bully.

4. Support the victim.

- Class teacher to make informal checks on a weekly basis for a month after the complaint.
- Encourage victim to be assertive, ignore comments, walk away quickly and shout 'No go away!'
- Encourage victim to tell a trusted adult in school if bullying is repeated.
- Encourage victim to broaden their friendship groups by joining a lunchtime/school club.

5. Curriculum Support.

- Issues regarding bullying, methods of dealing with bullying, prejudice and discrimination and stereotyping.

THE ROLE OF THE CHILD

- Staff to ensure that all pupils understand what to do if an incident of bullying should arise. Pupils know that they should report the incident to a member of staff immediately and that what they say will be taken extremely seriously.

MONITORING AND REVIEW

- This policy is monitored on a day to day basis by all staff, who report to the Headteacher about the effectiveness of the policy on request.
- This anti-bullying policy is reviewed annually by all staff and Governors. We do this by analysing information with regard to gender, age and ethnic background of all children involved in bullying incidents.
- This policy should be read in conjunction with the Behaviour Policy.

Agreed by Staff: May 2012

Agreed by Governors: May 2012

Date of Next Review: Summer 1 2015