



"Happy Together, Growing Together, Aiming High.

Every day, a learning adventure."

Denmead Infant School

Anti-Bullying Policy

The vision statement in our Curriculum for Learning document states:

We are empowering our children to be confident individuals who are able to lead safe, healthy and fulfilling lives	We want our children to grow into responsible citizens who make a positive contribution to local, national and global communities	We enable our children to develop skills, knowledge, understanding and enjoyment that sustain a lifetime of successful learning
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Denmead Infant School is committed to developing those attitudes and skills which foster mutual respect and caring in the children. Issues around bullying will be discussed with pupils on a regular basis, in lessons, stories and assemblies.

Definition: What is Bullying?

Bullying can take various forms and can be carried out by adults or children. It can include:

- Physical – pushing, hitting, kicking, taking other's belongings, damaging other's belongings
- Verbal – name-calling, teasing, insulting, making offensive remarks that can be of a discriminatory nature
- Emotional – being unfriendly, tormenting, excluding, rumour spreading
- Cyber – misuse of email/internet chat rooms, mobile threats by texting or calls, misuse of technology e.g. camera and video facilities

Bullying includes any of the above actions which are linked to prejudice based on SEN needs, sex, sexual orientation, race, religion and belief, gender reassignment or disability.

Behaviour is bullying behaviour if:

- it is repetitive, wilful or persistent
- it is intentionally harmful, carried out by an individual or group
- there is an imbalance of power leaving the person who is bullied feeling defenceless

Why bullying is an issue

We recognise that bullying behaviour, wherever it occurs, has a negative impact on everyone involved. For victims it can lead to unhappiness and distress. It can adversely affect concentration, achievement, school attendance and general health.

Those who bully others have often been victims of bullying themselves. Continuing to engage in bullying behaviour is likely to lead to emotional harm for the perpetrator, as well as more general problematic behaviour patterns in the future.

We recognise too that those who witness bullying behaviour can also suffer harm, and the ability of the whole community to live together in harmony, to feel safe, to enjoy and to achieve, can be adversely affected.

Aims

The school aims to:

- Promote positive relationships so that friendship and trust develop, and politeness and respect are shown to all.
- Deal with any incidents of bullying swiftly and sensitively.
- Seek the support of parents and carers where cases of bullying have occurred.
- Record bullying incidents so that staff can detect common themes.
- Make all children aware that there is a system to report incidents of bullying.
- Ensure all children are spoken to respectfully, that all children are noticed and valued
- Ensure all staff support and foster the policy.

Prevention

Strategies for the prevention of bullying will include:

- All children should understand, through PSHE lessons, stories and the actions of adults that bullying is taken seriously.
- Curriculum work including PSHE lessons to promote positive relationships.
- Assemblies focusing on values and beliefs.
- The development of an open culture and problem solving ethos where children are encouraged to talk through issues and to find solutions together.
- Provision of activities and supervision at lunch and playtimes to minimise inappropriate behaviour.
- Timetabled support provided by our trained Emotional Literacy Support Assistant for children with concerns.
- Discussions in School Council and other pupil leadership groups.

Steps to be taken following a bullying incident

Guidelines for the management of incidents:

- Children are taught and encouraged to speak to a familiar member of staff regarding any incident that makes them feel unsafe.
- If parents or carers have concerns they are encouraged in the first instance to talk to the class teacher, but if this is not possible to speak to the head teacher.
- Every effort will be made to reassure the child who has been bullied and help him/her feel safe.
- All staff will respond calmly and swiftly to incidents of bullying.
- All children will be protected and supported while the issues are resolved.
- Sanctions, as appropriate, will be applied through application of the school's behaviour policy. Parents and carers of all those children involved will be kept informed.
- Staff will record the incident and any follow up actions in order that the effectiveness of the interventions can be monitored and followed up appropriately at the individual, group, or whole school level.
- The school may access support from external agencies for the bullied child or the bully.

The role of parents and carers

Parents can play an important role in detecting bullying. A child may indicate that he/she is being bullied through various behaviours such as:

- Frightened of walking to or from school
- Unwilling to go to school
- Performance in school begins to deteriorate
- Becomes withdrawn or unhappy
- Regularly has possessions which “go missing”
- Becomes distressed, cries easily or stops eating
- Has nightmares or begins bed wetting
- Becomes uncharacteristically disruptive or aggressive
- Is frightened to say what’s wrong

These signs could always indicate other problems, but bullying should be considered as one possibility and parents/carers are encouraged to inform the school as soon as possible in these circumstances. Parents/carers have a responsibility to support the school’s anti bullying policy and to actively encourage their children to report issues as they happen directly to their class teacher or another member of school staff.

Parents/carers also have a responsibility in preventing bullying by promoting the inclusive vision of the school. By this we mean they will support their children in learning about the world in which we live and promote respect for others, regardless of background, race, sex or any other protected characteristic.