

Burlington Infant School: Anti-Bullying Policy

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Anti-Bullying Policy

Date:	January 2023
Date Due for Review	January 2025
Approved By:	Full Governing Body

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Anti - Bullying Policy



“Always do your best and be your best”

Rationale

Burlington Infant School is committed to the principle of helping children and adults to achieve their potential and places the happiness, welfare and safety of the children who attend the school as its highest priority. Burlington Infant School will endeavour to provide an environment that is safe and free from bullying. Bullying is not tolerated and staff at the school will act swiftly and firmly to deal with any situations which arise.

Burlington Infant School has written this policy to ensure that best practice and procedures are carried out at the school. This policy complies with the legal requirements of the Early Years Foundation Stage statutory framework.

Aims

- To provide a safe, caring environment for the whole community and the children in our care.
- To instill in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is all right to tell.
- To listen to the concerns of parents and keep them informed of actions taken in response to a complaint.

Burlington Infant School: Anti-Bullying Policy

- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during each academic year: The Headteacher will monitor and ensure records are kept of each incident.

Definition

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing

Burlington Infant School: Anti-Bullying Policy

Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
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Preventing Bullying Behaviour

- The Headteacher and staff will make every effort to create a safe, secure and caring environment in the school, where bullying is not acceptable in any form.
- The school/home contract must be signed by parents before the place at the school commences. The Headteacher will discuss the expected levels of behaviour prior to the child starting with the school.
- Circle times, assemblies, drama, role play activities and PSHE sessions will be facilitated to explore issues connected with bullying and its consequences, at levels appropriate to the age of the children attending the school.

Staff Procedures for Dealing with Bullying Behaviour

When dealing with suspected incidents of bullying, staff will be guided by the following principles:

1. *Never ignore suspected bullying.*
2. *Do not make premature assumptions.*
3. *Listen carefully to all people and all sides of the story*
4. *Use a restorative approach, that moves pupils forward and focuses on making things right.*
5. *Follow up the issue to check bullying has not reoccurred.*
6. *Record information in detail outlining any incidents and conversations.*

What a Child being bullied should do

- *Say "Please stop, I don't like it" - this is to give the bully a chance to stop, recognise that they are bullying and correct their own behavior*
- *If it does not stop, try not to retaliate*
- *Know that 'it's good to tell'*

Burlington Infant School: Anti-Bullying Policy

- *Walk towards a member of staff*
- *Seek help*

What any Witnesses should do

- Tell their class teacher or another member of staff in whom they have confidence
- Be truthful and only report facts not guesses
- Recognise that 'telling' is trying to help someone else – not only the bullied, but also the bully (remind children that bullies are not happy people)

What Parents/Carers should do

- Keep calm
- See the class teacher or Headteacher
- Discuss the facts with the member of staff
- Keep an open mind
- Give the member of staff time to investigate
- Discuss with the member of staff the findings and any follow up action
- Agree a strategy for preventing a reoccurrence
- Reinforce with their child that they must tell the appointed member of staff if anything reoccurs
- If there is any further occurrence, contact school immediately, as it could be that the school is unaware because the child has not divulged the information

In the event of incidents which have been identified as 'bullying' the following principles and procedures will be followed at Burlington Infant School.

- Incidents of bullying at the school will be investigated thoroughly and sensitively following the school policy.
- Any reported incidents must be reported to the Headteacher immediately.
- Children will be encouraged to report any incident of bullying that they experience or witness. Staff will reassure children that what they say will be listened to and taken seriously and detailed notes must be made clearly stating the allegation the child has made.

Burlington Infant School: Anti-Bullying Policy

- The procedures will be explained to the child so that they are fully aware of the action to be taken.
- All incidents will be logged, alongside the action to be taken, and the information will be shared with parents.
- Staff members have a duty to inform the Headteacher of any bullying incidents they witness or suspect involving children or adults at the school.
- The victim of bullying will be comforted and supported by members of staff. Children will be closely supervised and their emotional well being will be checked regularly.
- In the majority of cases bullying behaviour will be dealt with according to the strategies set out in the Behaviour Management policy. This will involve working with and talking with the bully to help them understand the impact of their behaviour and helping them make changes to prevent any occurrence of the behaviours causing concern.

Sanctions for children perpetrating bullying behaviour may include:

1. *Verbal reprimand by the Headteacher.*
 2. *Discussions with parents/carers.*
 3. *Restorative work in the Jigsaw Room, as appropriate.*
 4. *Withdrawal of children from activities at the school.*
 5. *Loss or reduced breaktimes for a period.*
 6. *Fixed period of exclusion from school.*
 7. *Permanent exclusion from the school may be used depending on the severity of the incident.*
- If a child has been the perpetrator of bullying, the Headteacher will inform their parent, carer or guardian and, if necessary, have a formal meeting with the parents to discuss the issues and identify solutions to the problem.
 - If a staff member has been the perpetrator of bullying, this will be dealt with by the Headteacher in accordance with the School's Disciplinary Policy.

Burlington Infant School: Anti-Bullying Policy

- The school may refer to the Home/School contract signed by the parent/carer to make clear the expected level of behaviour at the school.
- Where bullying behaviour persists and is not stopped by using the strategies outlined in the Behaviour Management Policy, more serious actions may have to be taken if the behaviour is causing significant harm to another child or adult.
- If a parent or carer is unhappy with any aspect of the way the school handles the issue of bullying they may refer to the School's Complaints policy.

Disability Equality Impact Assessment

This policy has been written with reference to and in consideration of the school's Disability Equality Scheme. Assessment will include consideration of issues identified by the involvement of disabled children, staff and parents and any information the school holds on disabled children, staff and parents.

Any questions or concerns regarding this policy should be made to Mrs McClarron, the Headteacher.