

BLACK HORSE HILL INFANT SCHOOL



ANTI-BULLYING POLICY

16th May 2019

Approved by Committee _____

6th June 2019

Approved by Full Governing Body _____

Signed _____ (Vice-Chair)

Signed _____ (Headteacher)

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

WORKING PARTY and CONSULTATION PROCESS

The following have been involved in the development of the revised and updated policy.

- Headteacher
- Deputy Head and teaching staff
- Classroom assistants
- Governors
- Parents/carers
- Pupils

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Phobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

A fight between equal partners is not bullying and both protagonists will be punished. Simple falling out between friends is not bullying unless it escalates into one of the behaviours listed above. Bullying is a behaviour that is repeated on several occasions not “one off” incidents.

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.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- ❖ To ensure a safe and secure environment is created in which everyone is able to learn and work.
- ❖ All governors, teaching and non-teaching staff, pupils and parents/carers should have an **understanding** of what bullying is.
- ❖ All governors and teaching and non-teaching staff should know what the **school policy** is on bullying, and follow it when bullying is reported.
- ❖ All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- ❖ To communicate to the school community that at Black Horse Hill Infant School we take bullying seriously. Pupils and parents/carers should be assured that they will be **supported** when bullying is reported.

Bullying will not be tolerated.

Prevention

Through our **School Values, Jigsaw PSHE, Assertive Discipline Policy** and **Golden Rules** we encourage our children to think of others, to be kind and supportive of others. We will work to raise awareness of bullying through regular assemblies, across the curriculum through our Jigsaw PSHE programme, Citizenship and through discussions during Circle Time. From September 2017 a PSHE was introduced throughout the school which develops (from F1-Yr2) children's personal development and well-being through themes such as Being Me in My World, Celebrating Differences and Relationships. Children at Black Horse Hill will understand that positive behaviour to other children is rewarded and celebrated e.g. Weekly prize draw, Kindness awards.

We aim to prepare our pupils to deal with incidents of bullying that they may encounter at any stage of their lives.

Bullying is an activity which almost always takes place within a social context. The role of the onlookers or bystanders is often crucial to initiating and maintaining the bullying behaviour. Pupils mainly respond to bullying behaviour in one of four ways.

They can:

actively encourage the bullying behaviour
passively support the bullying behaviour
passively reject the bullying behaviour
actively challenge the bullying behaviour

Our pupils will be encouraged to be ACTIVE bystanders by:

- not allowing someone to be deliberately left out of a group
- not smiling/laughing when someone is being bullied
- telling a member of staff
- telling the bully to stop

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Parents/carers should discuss any concerns or worries they have about their child as soon as they arise.

Procedures (See Appendix 1)

1. Report bullying incidents to Class Teacher or Head teacher.
2. All cases of bullying will be recorded by staff and the Head teacher.
3. An interview will take place with the bullied pupil and support systems for the pupil will be implemented. All staff will be informed of every bullying incident and told to carefully watch / observe the victim during class and playtimes. Midday supervisory assistants will also be informed and asked to be more vigilant during lunchtimes. A support network of peers will be formed to support pupils/victim during vulnerable times.
4. An interview will take place with the "bully(ies).

Stage 1

- ❖ *Establish eye contact*
- ❖ *"Tell me about what has been happening with you and _____"*
- ❖ *Let the child talk*
- ❖ *Avoid closed questions*
- ❖ *Don't question if they complain about the victim*

Stage 2

- ❖ *"So it sounds like X is having a bad time."*
- ❖ *As soon as they agree, move on to Stage 3*
- ❖ *If they say "It's his/her fault", don't contradict, but point out that they are having a hard time*

Stage 3

- ❖ *“Good, I was wondering what you could do to help improve X’s situation.”*
- ❖ *Accept suggestions*
- ❖ *Don’t bargain or question*
- ❖ *Don’t discuss “How”*
- ❖ *If you have to make suggestions, ask “Would you like me to suggest something first.”*

5. Usually parents/carers will be informed and will be asked to come in to a meeting to discuss the problem.

6. An attempt will be made to help the bully (bullies) change their behaviour.

7. A follow-up group meeting will be held with victim and Bully(ies) after a period of two weeks.

8. Parents/carers of the victim will be asked to attend a meeting with the Headteacher after the incident has been resolved to discuss whether they feel happy with the procedures school has followed.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Both the victim and the bully will be supported by school staff in the most appropriate manner for the individual case.

Responses When Bullied

The pupils at Black Horse Hill Infants are encouraged to use the following strategies when hurtful things are said to them or done to them at school.

1. Saying NO - everyone can learn how to do this. The 'Broken record' plus “no” variation such as 'Stop it I don't like it' i.e. a small simple sentence that can be repeated, with confidence and assertiveness.
2. Fogging - being vague and distracting, without contradicting, e.g. "possibly, probably....." "You might think so....". This can be especially useful for name calling.
3. Walking away
4. Practice a script such as "No - I don't want to" - then walk away to the side (this is more assertive than backing away).

We are a Telling School

Silence is a bully's greatest weapon. At Black Horse Hill, the pupils are encouraged to tell someone if they witness bullying or feel that they are the target of bullying. All bystanders know that it is their duty to tell a teacher so they know it is their duty to do so and they will not be accused of telling tales.

Pupils are encouraged to tell whoever they feel most comfortable speaking to. This may be:

Any class teacher or teaching assistant
A midday supervisor
Mrs Harris
Mrs Morris

Parents/carers are encouraged to contact the school if they have any concerns.

We need to know and **WE WILL ACT**.

Responses

These are the processes we will follow to deal with any bullying issues that may arise.

- We will talk to both parties equally.
- We will use witnesses if available.
- We will make notes.
- We will decide what action to take. This may include
 - Loss of golden time.
 - Loss of privileges e.g. playtimes
 - Exclusion.
 - Parental involvement.
- We will support all parties concerned.
- We will make a record of any incident and continue to monitor the situation.

Monitoring

The Headteacher will have responsibility for the process of monitoring any bullying incidents and will record the following:

- . Number of incidents
- . Type of incident
- . Age of bully/victim
- . Location of incident
- . First offence/repeat offence

Related Policies

At Black Horse Hill we are committed to the Safeguarding of all children.

There are several policies in place which impact on the Anti Bullying Policy. All the following policies reflect the overall school ethos and culture. The Assertive Discipline Policy is a policy embedded within the school to ensure the overall behaviour of the children is controlled and respectful.

- ❖ Safeguarding/Child Protection Policy
- ❖ Assertive Discipline policy
- ❖ Race Equality policy
- ❖ Equal Opportunities policy
- ❖ Health and Safety policy
- ❖ Personal, Social, health and Emotional (PSHE) /Citizenship policy
- ❖ Cultural and Spiritual Policies
- ❖ School Purpose Statement
- ❖ School Development Plan

Evaluation

This policy will be evaluated and reviewed annually by the Headteacher and Governors.

HELP ORGANISATIONS:

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Bullying Online	www.bullying.co.uk

Our thanks to Kidscape in the production of this policy document. Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Appendix 1



What happens when a pupil is being bullied?

