

WINTERBOURNE NURSERY & INFANT SCHOOL



ANTI-BULLYING POLICY

**Agreed by governors:
Next review:**

**December 2020
December 2021**

At Winterbourne Nursery and Infant School, we are committed to providing a supportive, caring and safe environment in which all our children can learn, thrive and be happy without fear of being bullied. Bullying is of any kind is unacceptable and will not be tolerated.

How We Prevent Bullying:

We promote a positive ethos of mutual respect and reward positive behaviour - see also the following policies: Equalities Policy, Safeguarding policy, Behaviour Policy and SEND policy.

We raise awareness of bullying through assemblies, lessons taught as part of the Personal, Social, and Health and Education curriculum and circle times.

We ensure pupil voice is established within our school through the Pupil Parliament.

We have developed a safe school environment through staff supervision (especially at playtimes), building design, friendship benches, set playground rules, behaviour policy with clear rewards and sanctions, and trained lunchtime staff.

We promote open and honest reporting of bullying incidents through supportive listening and prompt intervention. All incidents are reported on CPOMS (our online safeguarding software) and are followed up and dealt with in a timely manner.

We deal with bullying by implementing our Behaviour and Anti-Bullying Policies consistently.

Definition of bullying:

Bullying is defined as behaviour by a group or individual, repeated over a period of time, which hurts another individual or group either physically or emotionally. (www.gov.uk/bullying-at-school)

Bullying can take many forms and can include:

- physical (hitting, kicking, theft)
- verbal (name calling, persistent teasing, making threats, discriminatory remarks)
- emotional (leaving someone out so they feel unwanted or rejected, spreading rumours about them)
- Cyber bullying (Pupils can be targeted with cyber bullying in their own homes, by phone texts, silent calls, on instant messenger and by abusive websites and forums set up to cause humiliation and embarrassment)

Bullying behaviour is challenged for a number of reasons:

1. When pupils are bullied, they can feel very become unhappy and lonely.
2. Pupil's learning can be disrupted as bullied children may be frightened to come to school, or struggle to concentrate.
3. All members of the school community must show the victim they care and want to help.
4. The message is sent to both the victim and bully that the school will not allow such behaviour.
5. Bullying is not confined to children and it is important that children are taught strategies in order to deal with the problem as they grow towards adulthood.

Procedure for the Reporting of Bullying

Parents and Carers

Parents and carers should approach their class teacher in the first instance if they have concerns. The school will carry out a full investigation following the guidelines of the Anti-Bullying Policy with written notes kept and logged onto CPOMs. If parents or carers wish to take the matter further, they should make an appointment to speak to the Head Teacher. If there are any further concerns, parents should consult the Complaints procedure.

Pupils

Anyone who feels they are being bullied, or knows of a child who is being bullied, should tell any adult in the school. A full investigation will be carried out following the guidelines of this policy with written notes on CPOMs. If after this, they feel the matter is still unresolved, they should talk to the Head Teacher.

Staff

All reported incidents from parents, pupils or staff will be recorded in detail what happened and who was involved; a full investigation will be carried out following the guidelines of this policy. A record is kept on CPOMs.

Guidelines for dealing with reported incidents of bullying

- The alleged bully/bullies will be approached by a member of staff and given the chance to explain their actions. The incident and outcome of the discussion will be recorded on CPOMS.
 - If bullying is substantiated, then consequences of the incident will be explored i.e. how the victim feels and reasons for a child wanting to bully. Children who are proven to have bullied may have to miss playtimes.
 - Once the events have been established, those involved should be brought together. This will help the bully to see the wrong doing and how the bullied child feels when they are treated this way. This will also help to reassure the bullied child that they are supported and action has been taken to prevent this type of incident happening again.
 - Ways to change bullying behaviour will be discussed with supporting strategies and targets put in place.
 - The bully will need to show remorse for his/her actions.
 - The victim will be supported in building self-confidence.
 - Parents of the bully will be informed and invited into school.
 - A record of the incident will be kept on CPOMS.
 - Behaviour of the bully will be monitored – in accordance to the Behaviour Policy.
 - Repeated or serious incidents of bullying may lead to internal or fixed term exclusions in accordance with the Behaviour Policy
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- The details will then be entered on CPOMS and a record made of the action taken. This helps to track any patterns of bullying that are emerging.
 - The parents of both the bully and the bullied will be informed by the head teacher so that they know the incident has been dealt with by the school.
 - The behaviour of the children will be monitored. If bullying continues, the bully will be excluded from playtime and sanctions will follow as stated in our school behaviour policy. At all stages parents will be informed. In extreme cases, outside agencies may become involved and fixed term or permanent exclusion may have to result.

Children who are being bullied must know:

- They are heard.
- How to report bullying and get help.
- That the school will take steps to make sure they are safe again and feel confident.

Children who engage in bullying behaviour must know:

- The sanctions that are in place.
- How to behave in the future so others are not harmed.
- How to take steps to repair the harm they have caused.

Parents must know:

- That the school does not tolerate bullying.
- The procedures to use if they believe their child is being bullied.
- Our complaints procedure and how to use it effectively.
- That the school will take any complaint about bullying seriously.
- That they are expected to support the schools anti bullying policy and procedures.

The school community must know:

- The schools anti-bullying policy.
- That everyone in school must understand their role towards anti-bullying and be involved in promoting anti-bullying work and providing a safe environment.
- How to work in partnership with parents and outside agencies when necessary.