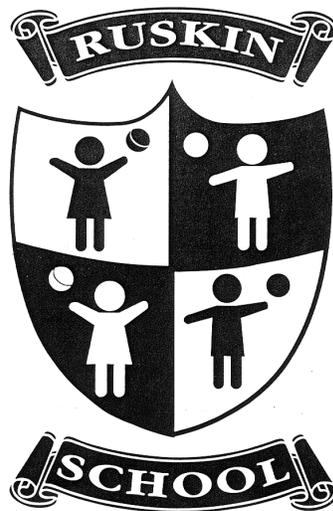


RUSKIN INFANT SCHOOL AND NURSERY



ANTI-BULLYING POLICY

Revised: January 2017

Revised by: Lilly Duncan

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1.1 **Rationale**

We are committed to providing a caring, friendly, inclusive and safe environment so that learning can take place in a relaxed and secure atmosphere, for all our pupils, staff and visitors.

Bullying of any kind is unacceptable at our school. There will be a zero tolerance for all bullying behaviour wherever and however it appears.

We strongly believe that children have a right to be educated in an environment that is free from fear.

Neither adults nor children should suffer in silence and if bullying does occur, all pupils, staff and visitors should be able to 'tell' and know that incidents will be dealt with promptly and effectively. This means that *anyone* who knows that bullying is happening is expected to tell a member of staff.

1.2 **Aims and intentions**

As a school our aims are:

- To provide a safe, secure and happy environment
- To be a school community where relationships are positive
- To support the belief that we are all equal
- To be a school where there is little or no bullying
- For children to be able to identify bullying in its various forms
- To demonstrate our commitment to anti bullying practices by setting money aside from the school's budget or school fund to support proactive working
- To have clear procedures to tackle bullying issues
- To be proactive in listening to the person being bullied and the bully
- To create an ethos where there is always a safe person to confide in

The outcomes of the policy are that:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what constitutes bullying.
- All governors, teaching and non-teaching staff should know what the school policy is and follow it when bullying is reported.
- All pupils and parents should know what the school policy is and what they should do if bullying arises.

- All pupils should know that the issue will be dealt with effectively and as soon as possible.
- Enable the school to work towards achieving its anti bullying vision
- All pupils and parents should know that if bullying occurs the school will act appropriately within the guidelines set down in its anti bullying policy.
- Bullying will be taken seriously at all times. Pupils and parents should be assured that they will be supported when bullying is reported.
- Children and parents will be signposted to appropriate support and these organisations will be advertised in the school.

2.1 Definition of Bullying

There are many definitions of bullying which can apply to both adults and children but for the purposes of this policy the following has been selected so as to be meaningful and accessible to children:

Bullying is:

- Always on purpose
- Mean
- Hurting others - physically
- Hurting feelings
- Spreading nasty or untrue stories (verbal via text or email)
- Name calling
- Leaving someone out of your game/activity to hurt their feelings

Bullying results in:

- Worry
- Fear
- Feelings of unhappiness
- Feeling frightened
- Being upset
- Feeling unsafe
- Reluctance to attend school
- Low self esteem
- Becoming withdrawn

The Anti Bullying Alliance defines bullying as:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.”

Bullying can be linked to the following issues: gender, religion, culture, special needs, perceived level of academic ability, disabilities, health, home circumstances, sexual orientation and can take many forms including:

- physical – hitting, kicking, taking belongings
- verbal – name calling, insulting/offensive remarks
- indirect – spreading nasty or untrue stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages
- threats or extortion

In our school the children use the S.T.O.P slogan to help them remember the key message about bullying:

S – Several

T – Times

O – On

P - Purpose

S – Start

T – Telling

O – Other

P - People

2.2 Procedures for dealing with Incidents of Bullying

When there has been a bullying incident the following procedures will be followed:

1. All children involved in bullying (perpetrators and victims) will be spoken to as soon as possible after an incident has been reported.
2. The person to whom the incident is reported will complete the anti bullying logbook for each incident. The logbook is to be found in the school office.
3. A follow-up support team will be introduced at a time of bullying for a bully and the bullied child so they know who they can go to. This will be explained to children through a protective behaviours model. The team could include a Buddy, a friend, a teacher, the Headteacher, a lunchtime supervisor, a teaching assistant, the Parent Support Advisor or a member of the Senior Leadership Team (SLT) or any combination of these.

4. If a child is involved in bullying at school parents will be informed by the class teacher in the first instance and a follow up meeting with the Headteacher, Deputy Head or a member of the Senior Management Team arranged.
5. Children who have been involved in bullying behaviours will be given time to reflect on their behaviour and may require specific interventions to help ensure that this does not happen again.
6. Parents will be informed by telephone if bullying resumes and a formal letter will be sent to parents as it is the second occasion a child has been identified as bullying.
7. A review meeting with parents and staff will take place to discuss further reactive strategies.
8. When a child has been involved in a third incident of bullying, this will result in a fixed term exclusion. The Chair or Vice Chair of Governors will be informed of any fixed term or permanent exclusion.
9. Following the exclusion the Headteacher will hold a return to school meeting with the child and parents. Further monitoring meetings will be held on a monthly basis. The child will also review their behaviour weekly with their class teacher.
10. The school must log bullying incidents with the county on a monthly basis.

2.3 Preventative measures

As a school we are committed to the prevention of bullying wherever possible and a number of preventative strategies have been put in place to support teachers, lunchtime supervisors and all other staff.

Laminated photos of children playing appropriately may be used in the Foundation Stage to help the younger children to discuss and think about positive ways of behaving, where there is no bullying.

Six Buddies (Year 2 children) are selected half termly to act as helpers, friends and advisers. These will change each half term and be elected by the children. Coloured bands are used to identify them. They are given responsibility at playtimes to help children who might be upset, injured, and unhappy or being bullied. They are available for other children to go to for support/comfort. Buddies will pass on any information to lunchtime supervisors/class teachers. They will

also help out with other more practical tasks, for example, lunches – opening crisp packets, etc.

School Councillors will be trained in anti bullying practice and will be involved in the monitoring of the effectiveness of the policy and feedback on any bullying concerns at one of their school council meetings. The Year 2 school councilors will be on the Anti Bullying working party.

Teachers and lunchtime supervisors update one another on a daily basis of any specific issues relating to the monitoring of pupils who have been identified as victims or perpetrators of bullying.

A 'positive playground' policy has been created and will be adhered to by all staff. (See Appendix)

All staff will be vigilant with regard to children who might easily become victims.

Staff will identify and monitor areas of the playground or school building where bullying could occur unseen.

A record of incidents will be kept by each class teacher including the Sunflower group of any low level and serious behaviour incidents. Members of the SLT will review this list of incidents weekly alongside any bullying incidents and decide if any patterns of bullying can be identified and subsequently dealt with.

3.1 Curriculum / PHSE

All opportunities to raise the self esteem of children will be taken wherever possible in all aspects of school life. This will help to minimize incidents of bullying.

Anti-bullying issues will be addressed regularly in assemblies and through the curriculum in all year groups.

There will be an Anti-bullying display in the school hall, which is updated regularly.

The Protective Behaviours Programme is used to help combat bullying in Key Stage 1 and in the Foundation Stage as appropriate.

A variety of PHSE focused interventions including Circle Time, SEAL lessons, Massage in Schools Programme and 'R Time' will be used to support children in their ability to communicate effectively with a partner or within a small group.

A School Council is used as a forum for pupil's views about a wide spectrum of issues including what a good playtime looks like, and the children's views about what should happen to bullies and the bullied.

Equality Statement

Ruskin Infant School and Nursery (including Ruskin Childcare) defines itself as a school free from discrimination. We will not discriminate against any member of the school community by treating them less favourably because of their:

- Sex.
- race,
- disability,
- religion or belief,
- sexual orientation,
- gender reassignment,
- pregnancy or maternity

The school, through its policies and staff practices will also not discriminate against a pupil because they are associated with a person that displays the 'protected characteristics' as listed above.

Ruskin Infant School and Nursery defines four kinds of unlawful behaviour in relation to the Equality Act 2010, as

- direct discrimination
- indirect discrimination
- harassment
- victimisation

No unlawful behaviour will be tolerated in any way.

BULLYING WILL NOT BE TOLERATED

BIBLIOGRAPHY

- East Midlands Anti-Bullying Alliance 2011
- Race Relations Amendment Act 2000
- Northamptonshire Anti-Bullying Strategy 2010-2013

ACKNOWLEDGEMENT

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Ms Minter – Member of Parents' Voice
Mrs Pearce – Member of Parents' Voice

Appendix 1

Positive Playground Policy

- All staff will work together to ensure that playtimes will be as positive an experience as possible for all pupils.
- Lunchtime supervisors will be engaged at all times with children and refrain from unnecessary dialogue with colleagues.
- All lunchtime supervisors are to regularly make themselves familiar with the class Inclusion Register, which details children with specific needs.
- A range of play equipment will be available on playgrounds at playtimes and lunch time, weather permitting. Designated lunch time supervisors who have responsibility for sports play and indoor club will be available in both key stages. These daily lunchtime activities will support lunchtime supervisors and class teachers in the prevention of bullying incidents by offering an alternative break time away from the playground.
- There is a class teacher on duty at lunchtime in the hall or playground to monitor bullying incidents/behaviours and to identify possible victims / perpetrators.
- There is a section of the weekly lunchtime staff meeting dedicated to pastoral concerns where bullying issues could be raised with all staff.
- Red behaviour folders are held in each classroom and updated daily with serious and low level behavior incidents. Folders are checked weekly by a member of the SLT and patterns of behaviours are identified and appropriate actions taken.
- The outside area of the school will be developed and enhanced as funds allow to help make playtimes happier and safer and more enjoyable.