

Thomas A' Becket Infant School



Anti-Bullying Policy

Introduction

At Thomas A' Becket Infant school, we acknowledge that bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in through peer pressure.

Bullying should not be seen as an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating / threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when issues of bullying are addressed will a child be able to benefit from the opportunities available at the school.

Why Is An Anti-Bullying Policy Necessary?

We believe that our pupils have the right to learn in a supportive, caring and safe environment, without the fear of being bullied.

All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well-disciplined and organised, it can minimise the occurrence of bullying. The school also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is WRONG and will not be tolerated.

It is important, therefore, that the school has a clear written policy to promote this belief, where both pupils and parents/carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

Prevent

As part of the PREVENT 'anti radicalisation' agenda, we acknowledge that children who feel 'left out' marginalised or that they don't belong are more likely to be vulnerable to becoming part of a radical group later on.

This policy supports the PREVENT agenda by ensuring children feel safe at school, know what to do if they are worried or upset and are supported by all adults to address issues raised.

http://course.ncalt.com/Channel_General_Awareness/01/index.html

What Is Bullying?

The DfE identifies bullying as'...behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet)

Preventing and tackling bullying (Advice for headteachers, staff and governing bodies October 2014)

Bullying can occur through several types of anti-social behaviour and is systematic, persistent and generally premeditated. It can be:

- a) **PHYSICAL** - A child can be physically punched, kicked, hit, spat at, etc.
- b) **VERBAL** - Verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.
- c) **EXCLUSION** - A child can be bullied simply by being excluded from discussions / activities, with those they believe to be their friends.
- d) **DAMAGE TO PROPERTY OR THEFT** - Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

What Should Pupils Do If They Are Being Bullied?

Remember that silence is the bully's greatest weapon! You do not deserve to be bullied, and that it is **WRONG!** Be proud of who you are. It is good to be individual.

- a) Always tell someone if you feel upset or scared by what another person has said or done. Bullying happens when situations like this are allowed to go on over time. Nip it in the bud and speak out straight away.
- b) Be assertive – shout "NO!" Walk confidently away. Go straight to a teacher or member of staff. It is best to tell an adult you trust straight away. You will get immediate help.
- c) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- d) Stay with a group of friends/people. The adult you have told and your class teacher will help you with this. There is safety in numbers.
- e) Do Not Fight Back. This can make things worse. We do not condone aggressive behaviour in school.

Teachers will always take you seriously and will deal with bullies in a way which will end the bullying.

If You Know Someone Who Is Being Bullied

- a) **TAKE ACTION!** Watching and doing nothing allows the bullying to continue. It can make the victim feel more unhappy and isolated.
- b) If you feel you cannot get involved, tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully. You will not be in trouble yourself.
- c) Do not be, or pretend to be, friends with a bully.

As A Parent:

- a) Be aware of any unusual changes in behaviour in your child. For example, they may start not wishing to attend school, feel ill regularly, have trouble sleeping or not be completing work to their normal standard.
- b) Take an active interest in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent, etc.
- c) If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow. This should initially be your child's class teacher.
- d) It is important that you advise your child not to fight back. This often makes the situation more difficult to sort out!
- e) Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- f) Make sure your child understands that the school will take your concerns seriously and will take action.
- g) Remember that young children are learning to manage social situations and need our help and support to do this independently and successfully.

As A School We Will:

- a) Organise the community in order to minimise bullying.
- b) Use all opportunity to discuss aspects of bullying, and appropriate ways to build a positive and successful school community
- c) Deal quickly, firmly and fairly with any complaints regarding potential bullying.
- d) Regularly review the school policy and its success.
- e) Maintain a firm but fair discipline structure with school rules that are clear and easy to understand.
- f) Ensure that all pupils learn and follow our school values.
- g) Avoid using teaching materials which give a bad or negative view of any group because of their ethnic origin, sex etc.
- h) Encourage the whole of the school community to treat everyone with respect and understanding.
- i) We will take every allegation of bullying seriously and take every possible action to eradicate it from our school.

Action To Be Taken When Bullying Is Suspected

If bullying is suspected, we will talk to the suspected victim, bully, and any witnesses. If a degree of bullying is identified the following action will be taken:

Help, support and counselling given as is appropriate to both the victims and the bullies.

We support the victim:

- By offering them an immediate opportunity to talk about the experience with their class teacher, Learning Mentor and/or the Headteacher if they choose.
- Informing their parents/carers.
- By offering continuing support.
- By taking one or more of the disciplinary steps described below to prevent further incidents occurring

We also discipline, yet try to help the bullies in the following ways:

- By talking about what happened to discover why they became involved.
- By informing and working with the child's parents/carers.

- By continuing to work with the child in order to modify their behaviour as described below

Disciplinary Steps

1. The pupil will be told they must change their behaviour, with appropriate sanctions imposed.
2. The parents/carers will be informed and involved with on-going behaviour modification
3. Advice will be sought from Behaviour Specialists (where appropriate).
4. A fixed period of exclusion may be given to the pupil (where deemed thresholds have been met for this to be appropriate)
5. In extreme cases and where the behaviour does not improve, a permanent exclusion may be issued.

This policy should be read in conjunction with the Behaviour, inclusion, SEND, Single Equalities policies and the Prevent Risk Assessment

Review

This Policy will be reviewed and confirmed by the FGB on 10th July 2018. Last reviewed July 2018 next review July 2019

Committee	Signed by	Date
Leadership & Management	Chair – Jon Mayes	2 June 2020

Review Date
Summer 2021 or as guidance change