



Anti Bullying Policy

The policy will be reviewed to take account of changes to legislation and advice.

It is underpinned by our Equality and Diversity Statement available on the school web site and applies to the Infant School, including the Iver Village Acorn Nursery.

Our vision at Iver Village Infant school is to have high standards of teaching and learning which challenge our pupils to achieve. Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school
- Helping pupils towards an understanding of what is right and wrong
- Supporting everyone in forming good relationships with adults and peers

We believe that children should be fully involved in the writing, implementation, monitoring and review of an anti-bullying policy.

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated, and individuals can develop without fear. This involves including and engaging everyone's perception of bullying.

Rationale

We believe that every child and every member of staff has the right to attend school each day without fearing or suffering from any form of abuse, aggression or intimidation.

Our school has a responsibility to create a safe and secure environment for children and adults.

We acknowledge that bullying can take many forms and that there is no stereotype of a "typical" bully. Bullying hurts.

No one deserves to be a victim of bullying and everyone has the right to be treated with respect.

Aims of our anti-bullying policy

- To ensure governors, staff, children and parents understand what bullying is.
- To give all members of the school a clear procedure to follow if bullying takes place.
- To promote an ethos where parents know that they can share any concerns about bullying, with the school, and that these will be followed up appropriately.
- To clarify for children, staff. Parents and governors what bullying is and that it is always unacceptable.
- To explain to staff, children and the school community why bullying, and Page 1

harassment occur and their impact on individuals and the school as a whole.

- To ensure that we provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

Iver Village Infant School also intends:

- To involve the student's council in any planning, discussion and dissemination of any work related to anti-bullying
- To have in place an anti-bullying support system, that all staff and children understand and to apply the system consistently

Expected Outcomes

We intend that all children, staff, governors, parents and the wider community know that:

- There will be an immediate response to any form of bullying.
- Any reported incident will be taken seriously.
- Staff will intervene effectively if bullying happens.
- Any potential risks of bullying will be reduced in school.
- There will be a general awareness and recognition of bullying in all its forms - seeing, hearing and understanding what is happening.

Definition

Bullying is the willful, conscious desire to hurt, threaten, intimidate or frighten someone else. Bullying is not always immediately recognisable to adults or other children. Bullying takes many forms. It can be short-term or continue over years. Bullying can be physical or verbal, overt or subtle.

Bullying is harmful to all involved, not just the bullied, and can result in long-term outcomes of self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and in extreme cases serious mental health concerns and even suicide.

Other concerns, that might not necessarily easily fit into these headings, will be nevertheless taken seriously e.g. being picked on, taking advantage of another person.

Iver Village Infant School is aware that it is a possibility that the bully may be an adult and will follow child protection procedures where this is the case.

Identification of bullying

Governors, staff, children and parents should be aware of the early signs of bullying. These can include:

- Deterioration of work
- Isolation
- Erratic attendance
- The desire to remain in close company with another person
- Feigned illness
- Truancy

Whilst this is not an exhaustive list of the signs of bullying, all parties adhering to this policy should be aware that these behaviours could also be indicators of

other issues.

Types of bullying

We recognise that bullying can take many forms:

- a. **Physical**- unprovoked assault on a person or a group, which can range from a 'prod', pushing, kicking, hitting, punching and grievous bodily harm (G.B.H).
- b. **Psychological** - reduction of a person's self-esteem or confidence through threatening behaviour, taunting or teasing about race, gender, sexuality, disability, family circumstances, appearance or any other features of a person's life which can be used to wound them.
- c. **Social** - ostracism and rejection by the peer group or other significant persons.
- d. **Verbal**- the deliberate use of derogatory or offensive language e.g. name-calling swearing, racist or sexist abuse and sexual innuendo.
- e. **Emotional** - being unfriendly or tormenting e.g. interference with personal property, threatening gestures.
- f. **Indirect** - these include extortion and spreading rumours.
- g. **Cyber bullying** - when a child or adult is tormented, threatened, harassed, humiliated, embarrassed or otherwise targeted by another child or adult using the Internet, interactive and digital technologies, Social Networking or mobile phones.

Raising awareness of bullying

We believe it is important to educate and inform children, staff, governors and parents about the potential effects of bullying. This is achieved through:

- Teaching during curriculum lessons.
- Education on e-safety and cyber bullying in ICT lessons.
- Circle time sessions.
- Class based discussions if any incidents arise.
- Assemblies led by staff and visitors.

What we do to prevent bullying

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but not the pupil or student), and by being clear across the school that we follow school rules. All members of the school community are expected to report incidents of bullying.

Raising concerns about bullying

Children and adults are encouraged to talk to any member of staff about bullying. Parents are encouraged to speak to the class teacher or Headteacher either verbally or in writing if they have a concern about a bullying incident. A copy of this policy is provided to all parents and is available on the school's website.

Procedural guidelines

- All reports of bullying will be taken seriously.
- Remain calm and establish the facts.

- Keep a record of all aspects of the incident.
- Discuss the incident with the victim who will be assured of adult support.
- Offer advice to the victim to try to stop a similar situation occurring in the future.
- Discuss the incident with those involved (e.g. the bully/bullies) and anyone else who witnessed the incident.
- If the complaint is upheld establish an outcome and any sanctions that will be given or any future sanctions should there be a repeat incident. (This may include loss of playtime, removal from the playground, seclusion or internal or external exclusions).
- Inform both sets of parents and where possible invite them to attend individual meetings with the relevant staff at school.
- Inform parents of the outcome and any actions taken.
- Inform necessary colleagues if the incident involved children from another class or if it is a situation where everyone should be vigilant.
- Encourage the child to apologise for their actions and where possible seek to educate them on the seriousness of their actions.
- If you have discovered a "trigger factor" which led to the incident, try to use strategies to prevent the recurrence of the incident.
- Follow-up to ensure that the concerns raised do not continue.
- Incidents of racism will be dealt with in accordance with the school's Equal Opportunities Policy and cyber bullying in accordance with the school's E-Safety Policy.

The long-term effects of persistent bullying can make children and adults feel isolated, inadequate and question their self-worth. Children and adults can become withdrawn, depressed and less willing to take social or intellectual risks. Victims of bullying may receive physical wounds or show physical symptoms such as stuttering or nervous tics. They may suffer from a personality change for example fear, withdrawal and loss of self-esteem. They may develop 'out of character' behavioural problems such as eating disorders, aggressive/violent behaviour and bed wetting.

Victims may themselves become bullies.

Bullying affects everyone, not just the bullies and victims. It affects others who may witness any acts of violence and aggression. It must be realised that adults can be bullies too.

Monitoring and recording of bullying

All reported incidents of bullying are recorded. The records contain information of the incident, parties involved, witness accounts and any actions taken.

Incidents of racial bullying are always recorded.

We recognise that there may often be a complex and delicate social situation which may prevent a matter being entirely resolved in school but bullying flourishes in fear and secrecy and it can only help for the school to be open and clear in its position on this subject. Such behaviour, whatever form it takes, is always unacceptable and will not be tolerated.

Encouragement to tell

It is important that we create an atmosphere in school where anyone who is being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous. Everyone must realise that not telling means bullying is likely to continue.

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of wellbeing in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect **Staff** will:

- Provide children with a framework of behaviour including class rules which supports the whole school policy
- Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good tone and help create a positive atmosphere
- Provide children with a good role model
- Raise awareness of bullying through stories, role-play, discussion, peer support, school council, PSHE, RE and Citizenship.
- Through the Headteacher, keep the governing body well informed regarding issues concerning behaviour management

We expect that **parents/carers** will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school :

- support us in helping us meet our aims
- feel confident that everything is being done to make sure their child is happy and safe at school
- be informed about and fully involved in any aspect of their child's behaviour
- be informed about who can be contacted if they have any concerns about bullying.

We expect that **Governors** will:

- Support the Headteacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

We expect that **Children** will:

- Support the Headteacher and staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise. (e.g. via Student council, circle time etc.)
- Feel confident that everything is being done to make the school a safe and secure environment for them to achieve and learn
- Feel supported in reporting incidents of bullying

- Be reassured that action regarding bullying will take place

Incident Recording

All incidents in or out of class should be recorded on file or database, if in use. Incidents clearly identified as bullying must be reported to the Head. Parents (of both the bully and the person bullied) should be informed of what has happened, and how it has been dealt with. Records of discussions should be filed.

Dealing with an incident

Whenever a bullying incident is discovered Iver Village Infant school will go through several prearranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

1. The school community needs to be aware that when a bullying incident has come to the attention of adults in the school it has been taken seriously and action has resulted.
2. School expects to support all involved by:
 - Talking through the incident with the bully and the person bullied
 - Helping the bully and victim to express their feelings
 - Talking about which rule(s) has/have been broken
 - Discussing strategies for making amends
3. Nevertheless, sanctions may include:
 - Time away from an activity within the classroom
 - Missing break or another activity
 - Formal letter home from the Headteacher
 - Meeting with staff, parent and/or child
 - Pastoral support plan
 - Detention after school
 - Exclusions
4. Child protection procedures should always be followed when concerns arise.

Web links

- DfES "Don't Suffer in Silence" pack for developing your school policy. www.dfes.gov.uk/bullying
- Buckinghamshire Grid for Learning www.bucksgfl.org.uk/antibullying
- Anti -Bullying Alliance www.anti-bullyingalliance.org.uk
- Advice for parents www.parentscentre.co.uk/bullying
- Advice for children and young people www.needtoknow.co.uk/bullying
- DfES 'Don't Suffer in Silence' <http://www.dfes.gov.uk/bullying>
- BullyingOnline www.bullying.co.uk
- NSPCC www.nspcc.org.uk
- Childline www.childline.org.uk
- Kidscape www.kidscape.org.uk

- Beat bullying www.beatbullying.org.uk
- National Healthy Schools Programme www.wiredforhealth.gov.uk
- Young Minds <http://www.youngminds.org.uk/bullying>
- The Children's Legal Centre www.childrenslegalcentre.com
- Connexions www.connexions.gov.uk
- Teachernet:
- <http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/antibullyingpack/>
- Anti-Bullying work in Buckinghamshire - www.bucks-lscb.org.uk/?s=bullying

Helplines

- National Child Protection Help line: 0808 800 5000
- Samaritans: 08457 909 090
- Childline 0800 1111
- The Children's Legal Centre Advice Line 01206 873820
- Parentline Plus 0808 800 2222

