

# Elmwood Infant and Nursery School

## Anti-Bullying Policy



January 2017

Article 19 – Every child has the right to feel safe and be protected from harm.

Article 2 ‘Every child has the right to be treated equally and with respect’

Article 31 ‘Every child has the right to play in a safe environment’

Article 14 ‘Every child has the right to their own beliefs and opinions and to share them freely’

Article 12 ‘Every child has the right to be heard and listened to’

Date for review: January 2017

## **Introduction**

At Elmwood a Rights Respecting ethos is embedded throughout our school. The children are taught about the values, attitudes and skills which foster mutual respect and caring towards others, creating an effective and caring school. The UNCRC (United Nations Convention on the Rights of the Child) is at the heart of Elmwood Infant School and is the basis for all our policies.

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can learn and thrive happily together. Bullying is unacceptable behavior and can take a number of forms - Emotional, Physical, Verbal, Racist and Cyber.

Elmwood strives to create a safe environment where children can learn and play, can talk about their worries and feel confident that an adult will listen and offer help. We recognise our duty of care and responsibility to safeguard our children from harm and free from the effects of bullying.

We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. When bullying has been reported, we will always investigate and respond to alleged incidents. The school will ensure the safety of the child being bullied and improve behaviour from children involved in the bullying.

## **Aims of the policy**

- ✓ To create a happy atmosphere in which both parents and staff work together for the welfare of the children.
- ✓ To ensure that everyone is mutually valued and respected regardless of gender, race, sexual orientation, beliefs and ability.
- ✓ All Governors, staff, parents / carers and children understand what bullying is.
- ✓ All Governors and staff know what the schools Anti-Bullying policy is and follow it when bullying or cyberbullying is reported.
- ✓ All pupils and parents / carers should be aware of the procedures to follow in the school's Anti-Bullying policy.
- ✓ As a school we take bullying very seriously. Pupils and parents/carers know that they will be fully supported when bullying or cyberbullying is reported.
- ✓ Bullying and cyberbullying will not be tolerated. It is our responsibility to ensure that when it occurs any incident of bullying is dealt with in line with this policy.

We believe every child, including those who are vulnerable or disadvantaged has the right to the best possible start in life and is supported to meet their full potential.

## **The needs of children**

Children have the right to:

- ✓ Be able to grow and develop in safety and free from prejudice and discrimination

- ✓ Be listened to and have their views taken into account
- ✓ Be treated with respect
- ✓ Belong to and be valued in their community
- ✓ See their needs and interests at the heart of everything we do

The children and staff at Elmwood Infant School share the responsibility to ensure that all children's rights are met and valued. The aim of this policy is to protect the rights of all children.

### **What is bullying?**

Bullying is defined as deliberate hurtful behaviour, repeated over a period of time, where it is difficult for those who are being bullied to defend themselves.

The main types of bullying are:

- Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Pushing, kicking, hitting, punching or any use of physical aggression
- Name-calling, sarcasm, spreading rumours, teasing
- Racial taunts, graffiti, gestures
- Unwanted physical contact or sexually abusive comments
- Cause of, or focussing on the issue of sexuality
- Cyber-bullying – use of email, text, social media, online games communication

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on trips and cyberspace. It can take place in group activities and between families in the local community.

### **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. We have a responsibility to respond promptly and effectively to issues of bullying.

If bullying or cyber bullying does occur, all pupils should feel empowered to report it and know that the incidents will be dealt with promptly and effectively. It is our collective responsibility as members of Elmwood Infant and Nursery School to report bullying in order to protect the rights of others within our school community. We ensure that all parents/ carers, staff and pupils have full access to this policy via the internet or school office.

### **Strategies to help prevent the occurrence of bullying behaviour**

At Elmwood we strive to demonstrate and promote tolerance, understanding, respect and acceptance for difference.

This is developed through:

- Establishing a clear code by which we behave through Rights Respecting Education
- Keeping children's rights at the heart of our School

- Ensuring that all children are aware of the behaviour classed as bullying and this is updated regularly through assemblies, circle time and is integrated through the curriculum
- PSHE and circle time activities where all children are given opportunities to develop social and emotional skills in order to make judgements about their behaviour and its effects on others
- Stories, drama, role play and discussions in all curriculum areas where children are offered further opportunities to reinforce and promote positive behaviour and empathy skills
- Staff being committed to always listen to and encourage children to be open about their feelings
- Children being given opportunities to discuss concerns and strategies through the school council

### **Management of bullying incidents at school:**

There are many opportunities for children to develop their understanding of bullying and share their experiences, which is a strong preventative measure for bullying and cyber-bullying. Our 'Rights Respecting Schools' (RRS) ethos and culture enables all children to learn about their rights and responsibilities with regard to bullying. Class Charters are developed early in the Autumn Term and continually referred to as a reminder of agreed expectations.

### **If bullying occurs:**

- A secure environment is provided in which incidents can be reported confidently.
- A log is kept of bullying incidents (including the date of the incident/s).
- The pupil who has been bullied should be made to feel safe and treated in a respectful manner.
- All pupils should be aware/shown that bullying is taken seriously.
- Consistency is of the utmost importance in the recording of incidents and the response to bullying.
- The school should protect and support all parties involved.
- The person who has bullied should be encouraged to behave in an acceptable way (refer to charters/UNCRC etc.).
- Interventions should be closely monitored and followed up appropriately.

### **Procedures: When bullying is evident or reported:**

- Staff will intervene when bullying is reported
- Staff will investigate – listen to all parties and witnesses
- The incident will be recorded
- The child being bullied will be made aware that the incident will be dealt with and support will be put in place for them
- A suitable sanction will be implemented for the child / children doing the bullying
- Support will be put in place to change / modify the behaviour of the bully
- The parents / carers of the child being bullied will be informed and invited to meet with an appropriate member of staff

- The parents / carers of the child doing the bullying will be informed
- Staff will monitor the behaviour of both 'victim' and 'bully'

### **Role of parents / carers**

Families have an important part to play in our anti-bullying policy. We ask parents / carers to:

- Look out for unusual behaviour in your child – for example, they may suddenly not wish to attend school, feel ill regularly or not complete work to their usual standard
- Always take an active role in your child's education. Ask how their day has gone, who they have spent time with, etc.
- If you feel your child may have been a victim of bullying behaviour, inform a member of the SLT or the class teacher immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child or their family on the playground. Please inform the school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issue with them and inform school. The matter will be dealt with appropriately.