



St Chad's
CofE Nursery and Infant School

Anti-Bullying Policy

School Leader: K Leach

Link Governor: P Geary

Policy Approved

Signed: P Geary

Date: March 2017

Policy Reviewed

Signed: P Geary

Date: 06.06.18

Policy Reviewed

Signed:

Date:

Policy Reviewed

Signed:

Date:

Policy Reviewed

Signed:

Date:



**‘Pupils are fully aware of different forms of bullying and actively try to prevent it from happening.’
*Ofsted Outstanding Grade Descriptor***

Definition of Bullying

Bullying can be defined as "behaviour by an individual or group, *repeated over time*, that intentionally hurts another individual or group either physically or emotionally" (Guidance on Preventing and Tackling Bullying, Department for Education)

Aims

- To support children to develop their social skills in order to learn and play successfully.
- To provide a secure and safe environment in which all children can develop their self-esteem.
- To develop children's understanding of an inclusive community.

(We cannot force children to always like each other, but we can prevent them from actively disliking and bullying each other.)

Objectives

- To identify early forms of bullying in order to prevent these from developing.
- To provide an appropriate level of staffing to supervise the playground during play time and lunch time.
- To ensure all adults allow children to feel comfortable in talking to them about their anxieties.
- To regularly teach appropriate behaviour and an awareness of bullying to all year groups.
- To ensure all parents are aware of our expectations for behaviour.
- To emphasise to children that they are responsible for their actions.
- To encourage each child to develop a sense of belonging and commitment to our school community through our teaching in Collective Worship and Religious Education programmes of study.
- To raise children's self-esteem and respect for others through discussion and activities in the PSHE curriculum, particularly in Collective Worship, class assemblies and PSHE lessons.
- To raise awareness that bullying can happen anywhere and at any time and can involve anyone - pupils, other young people, staff and parents. It can occur directly or through cyber technology (social websites, computers, tablets, mobile phones, text messages, photographs and email).

Equal opportunities

All children and adults at St Chad's are valued as individuals irrespective of gender, race, culture, religion or special need.

Although children may be exposed to different attitudes elsewhere, racism and sexism will not be tolerated in the school and the action set out in the school policies will be taken, when incidents occur.

Assessment and record keeping

The school monitors incidents of bullying. A log will be kept of any complaints of bullying and a record of action taken by the school to change the behaviour. An end of year report including action points will be produced on an annual basis.

Staff development



Training opportunities will be available for all staff in line with the school's behaviour policy and anti-bullying policy where appropriate.

The anti-bullying policy will be reviewed and updated regularly.

Actions to be taken if bullying is suspected or identified as taking place

Where bullying is suspected or has been reported the school will deal with the incident immediately by taking the following step:

- The incident will be investigated by the member of staff.
- The result of the investigation will be recorded and discussed with a senior member of staff.
- Written records/electronic chronology of investigations will be completed and saved in Inclusion folder.
- Where there is evidence or strong suspicion of bullying the Senco/Head of School will conduct further investigation.

Sanctions will be applied against the perpetrator in line with the school Behaviour Policy.

- Parents will be kept informed at all times.
- Victims will be supported through reassurance (immediate and long term), opportunities to discuss their concerns and have their concerns taken seriously.
- Perpetrators will be supported to make better choices in the future through PSHE opportunities, discovering why the pupil was involved and 1:1 discussions to establish what actions were wrong and how to change for the better.

Further Disciplinary Steps

In addition to the usual sanctions detailed in the school behaviour policy in extreme cases the Head of School may use the following:

- Exclusion from certain areas of school premises or at certain times of the day e.g. lunchtime
- Fixed term exclusion
- Permanent exclusion

Monitoring evaluation and review

The Head of School and Senco will keep the Governor's informed of any bullying incidents through the Head teacher's report to Governors.

Childrens involvement in tackling bullying

All children will develop and maintain an understanding of what bullying is. They will actively be involved in discussion about good and bad choices/behaviour. Themed events and class discussions will take place throughout the year for all children, in order for them to develop their ideas specifically in relation to bullying. Children will demonstrate their active role in preventing bullying by identifying and reporting incidents as they occur.

This Policy links with a number of other school policies, practices and action plans including:

Attendance Policy
Behaviour and discipline policy
Complaints Policy
Confidentiality Policy
Curriculum Policies such as PSHE
E-Safety (Online Safety)
Equal Opportunities Policy
Safeguarding and Child Protection policy
Staff Code of Conduct



SEN&D Information
SEND & Inclusion policy
Whistleblowing