



Anti - Bullying Policy

"First Steps to Tomorrow's World"

Rationale

Market Weighton Infant School is committed to the principle of helping children and adults to develop their potential and places the happiness, welfare and safety of the children who attend the school as its highest priority. We will endeavour to provide an environment that is safe and free from bullying. Bullying is not tolerated and staff will act swiftly and firmly.

Market Weighton Infant School has written this policy to ensure that best practice and procedures are in place. This policy complies with the legal requirements of the Early Years Foundation Stage Statutory Framework.

Aims

- To provide a safe, caring environment for the whole community and the children in our care
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon
- To reassure children that they will be listened to and know that it is alright to tell
- To listen to the concerns of parents and keep them informed of actions taken in response to a complaint
- To monitor incidents of bullying and ensure records are kept of each incident, report or complaint
- To take appropriate action, including exclusion in cases of severe bullying

Definition

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

Types of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting, intimidating
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, sexual violence, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Preventing Bullying Behaviour

- The headteacher and staff will make every effort to create a safe, secure and caring environment in the school, where bullying is not acceptable in any form.
- The Home School Agreement must be signed by parents before the place at the school commences. The headteacher will discuss the expected levels of behaviour prior to the child starting with the school.
- Circle times, assemblies, drama, role play activities and PSHE (Personal, Social & Health Education) sessions will be facilitated to explore issues connected with bullying and its consequences, at levels appropriate to the age of the children attending the school.

Staff procedures for dealing with bullying behaviour

When dealing with suspected incidents of bullying, staff will be guided by the following principles:

1. Never ignore suspected bullying
2. Do not make premature assumptions
3. Listen carefully to all people and all sides of the story
4. Use a restorative approach, that moves pupils forward and focuses on making things right
5. Follow up the issue to check bullying has not reoccurred
6. Record information in detail outlining any incidents and conversations

What a child being bullied should do

- Say "Please stop, I don't like it" - this is to give the bully a chance to stop, recognise that they are bullying and correct their own behaviour
- If it does not stop, try not to retaliate
- Alert a member of staff

What any witnesses should do

- Tell their class teacher or another member of staff in whom they have confidence
- Be truthful and only report facts (not guesses)
- Recognise that 'telling' is trying to help someone else – not only the bullied, but also the bully (remind children that bullies are not happy people)

What parents/carers should do

- Keep calm
- See the class teacher or headteacher
- Discuss the facts with the member of staff
- Keep an open mind
- Give the member of staff time to investigate
- Discuss with the member of staff the findings and any follow up action
- Agree a strategy for preventing a reoccurrence
- Reinforce with their child that they must tell the appointed member of staff if anything reoccurs
- If there is any further occurrence, contact school immediately, as it could be that the school is unaware because the child has not divulged the information

Principles and procedures following an allegation of bullying

- Allegations of bullying at the school will be investigated thoroughly and sensitively following the school policy.
- Any incidents must be reported to the headteacher as soon as possible.
- Children will be encouraged to report any incident of bullying that they experience or witness. Staff will reassure children that what they say will be listened to and taken seriously and detailed notes must be made clearly stating the allegation the child has made.
- The procedures will be explained to the child so that they are fully aware of the action to be taken.
- All incidents will be logged, with actions to be taken and parents/carers informed.
- If a child has been the perpetrator of bullying, the headteacher will inform their parent/carer and, if necessary, have a formal meeting to discuss the issues and identify solutions to the problem.
- The school may refer to the Home School Agreement signed by the parent/carer to make clear the expected level of behaviour.
- Staff members have a duty to inform the headteacher of any bullying incidents they witness or suspect involving children or adults at the school.
- In the majority of cases bullying behaviour will be dealt with according to the strategies set out in the Behaviour Policy. This will involve working with and talking with the bully to help them understand the impact of their behaviour and helping them make changes to prevent any occurrence of the behaviours causing concern.
- The victim of bullying will be closely monitored and their well-being checked upon regularly.
- If a staff member has been the perpetrator of bullying, this will be dealt with by the headteacher in accordance with the school's Disciplinary Policy.

- If a parent or carer is unhappy with any aspect of the way the school handles the issue of bullying they may refer to the school's Complaints Policy.
- Where bullying behaviour persists and is not stopped by using the strategies outlined in the Behaviour Policy, more serious actions may have to be taken if the behaviour is causing significant harm to another child or adult.

Possible sanctions for children perpetrating bullying behaviour

1. Verbal reprimand by the headteacher
2. Discussions with parents/carers
3. Withdrawal from activities
4. Loss or reduced playtimes for a period
5. Fixed period of exclusion from school
6. Permanent exclusion from the school may be used depending on the severity of the incident

Equality Analysis Impact

This policy has been written with reference to and in consideration of the school's Equality Policy.

Does the policy have an adverse effect on employees, pupils or the wider community and therefore have a significant effect in terms of equality? No

Does the policy have an adverse effect upon a group with protected characteristics? (sex, race, religion or belief, disability, sexual orientation, gender reassignment, pregnancy or maternity, age) No

Any questions or concerns regarding this policy should be made to the headteacher.

Date of Policy: Autumn Term 2021

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