

Anti-Bullying Policy 2016

BRACKENSDALE INFANT SCHOOL

ANTI-BULLYING POLICY

Date of Policy	June 2016
To be reviewed	June 2018
Member of Staff responsible for the Policy	Sian Mills

INTRODUCTION

The Education and Inspections Act (2006) requires every school to establish measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The Equality Act (2010) requires schools to eliminate unlawful discrimination, harassment and victimization in relation to pupils who share a protected characteristic and therefore may be vulnerable to prejudice driven by bullying.

All children at Brackensdale have the right to learn in a supportive, caring and safe environment without fear of being bullied.

Other school policies which support our Anti-Bullying policy include Behaviour, ICT Acceptable Use, Internet and E-Safety, Safeguarding and Child Protection Policies.

Definition of Bullying

Bullying is defined as ‘deliberately hurtful behaviour, **repeated over a period of time**, where there is an imbalance of power making it difficult for those being bullied to defend themselves’.

Bullying behaviour can represent itself in a number of different forms. Children can be bullied in ways that are:

- **Physical** (hitting, kicking, hurt, theft, property damaged, being forced to do something they don't want to do)
- **Verbal** (teasing, name calling, insulted about race, religion, culture, offensive comments)
- **Indirect** (spreading of rumours or nasty stories, being left out, ignored or excluded from groups)
- **Electronic/Cyberbullying** (via email, text message, social network sites, messenger services, images or videos posted)
- **Once may be a joke, twice is annoying, but repeating it again and again over a period of time is bullying behaviour.**

The ongoing PSHE curriculum and weekly whole school assemblies relating to the SEAL programme ensure that children understand what bullying is and what to do if they

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witness it or experience it. The school takes part in national awareness campaigns such as anti-bullying and E-Safety.

Our Behaviour policy ensures that incidents of poor behaviour that occur in school are recorded and monitored, so it will be apparent if there are a number of incidents involving the same child. Parents/carers will then be invited to join discussions to identify interventions that will be implemented in order to improve the child's behaviour.

Steps to be taken if there is a possible bullying incident:

- Suspected or reported bullying will be dealt with immediately by the member of staff who has been approached.
- Information will be recorded using the appropriate behaviour paperwork and reported to the Headteacher within 24hrs.
- The Headteacher will record the incident and interview all concerned.
- Class teachers will be informed.
- The parents/carers will be informed of the children involved.
- Intervention strategies and support will be implemented in consultation with all parties concerned.
- Reports will be filed and kept in the Headteachers office

Pupil Support

- For the child who has been bullied staff will reassure them and offer them the opportunity to discuss the experience with a member of staff of their choice that they can then go to in the future if they want to.
- For the child who has bullied it is essential to establish that their actions were wrong and help them to know how to make the right choices in the future.

Sanctions

We believe all children can learn to make the right choices and sanctions would be used as last resort:

- Official warning
- Exclusion from playtime or supervision at playtime/lunchtime
- Fixed term exclusion
- Permanent exclusion

Confidentiality

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School staff can't promise confidentiality if approached by a pupil for help. Child protection procedures must be followed when any disclosures are made.

Monitoring Arrangements

This policy will be evaluated and updated where necessary annually by the whole school. The views of the children and staff will be used to make changes and improvements to the policy on an ongoing basis.

Actions for Governors

The policy will be reviewed every two years and the number of bullying incidents will be monitored termly.