



Glenfield Infant School



Anti-Bullying Policy

Revised: July 2017

Review date: July 2019

Signed: Clare Bradshaw

Date: July 2017



Glenfield Infant School **Anti-Bullying Policy**

At Glenfield every child will experience an exciting education which will enable them to be successful in life in a world that is rapidly changing.

We believe that every child should enjoy learning and always aim to achieve the best they can.

We will strive to provide a fun and relevant curriculum where curiosity and enthusiasm is developed through purposeful experiences.

We will encourage learners to develop respect for themselves, each other, their families, the local community and the environment.

Opportunities will be given for children to become lifelong learners by developing their thinking, creativity, independence and social skills.

At Glenfield we believe that all of the above can only be achieved through working closely with parents as partners.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind will not be tolerated at Glenfield Infant School. If bullying does occur, all pupils should be able to disclose and know that incidents will be dealt with promptly and effectively.

What Is Bullying?

Bullying is not one incident of physical or verbal aggression.

Bullying is the **frequent, targeted** use of verbal, and or physical aggression, with the intention of hurting another person. Bullying results in pain (physical and/or mental) and distress to the victim.

Bullying can take many forms:

- Emotional being unfriendly, excluding, tormenting, damaging others' personal possessions ,threatening gestures
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures, exclusion
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email, Facebook & internet chat room misuse, mobile threats by text messaging, misuse of associated technology, i.e. camera & video facilities
- Disability related to a physical, mental or learning disability

Why is it important to respond to bullying?

Bullying hurts, and can cause long term psychological damage. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to be shown different ways of behaving. As a school we believe we have a responsibility to protect our children and respond promptly and effectively to incidences of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- Our school ethos and values are based upon friendship, cooperation, truth, understanding and respect for each other which are pro-active measures to ensure bullying does not occur
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and adhere to it when bullying is reported.
- All pupils and parents should know what to do if bullying arises.
- As a school we take bullying very seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child shows repeated incidences of:

- being frightened of walking to or from school/wanting to be driven to school
- changes in behaviour
- being unwilling to go to school
- anxiety, or lacking in confidence
- unusual stammering
- attempting to, or runs away
- nightmares/bed wetting
- feeling ill in the morning
- deterioration in school work
- coming home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- aggression, disruptive or unreasonable behaviour towards others
- bullying other children or siblings
- refusing to eat

These signs and behaviours could indicate other problems, but if one or more of these behaviours is exhibited repeatedly then bullying should be considered a possibility, and should be investigated.

Procedures

Immediately following a report of bullying

1. Relevant members of staff at school will be informed of incidents of bullying (this includes any adult that the child may be in contact with)
2. The child/children who have been bullied will be spoken to and their responses recorded as will the child/children who are alleged to be engaging in bullying behaviours
3. Where bullying has taken place the parents of the child/children who are bullying will be informed and will be asked to come in to a meeting to discuss the problem with the Senior Management and Leadership team
4. Following this meeting agreed actions will be put in place to ensure the bullying ceases
5. Action of a long term nature will be taken to help support those who are bullying to change their behaviour, and to raise the self esteem/confidence of those who are being bullied. This will be done through our school based trained ELSA (Emotional Literacy Support Assistant) with additional outreach expertise sought if necessary.
6. All staff are required to be vigilant and are responsible for identifying and reporting any incidents or signs of bullying.

Other policies

Please see Dignity at work Policy for our school's policy and procedure for dealing with bullying of adults

Related policies

Behaviour policy

Disability Equality scheme

SEAL/PSHE policy

Inclusion Leader: Clare Bradshaw

Policy reviewed: July 2017

Next review : July 2019