

Cranmore Infant School Anti-bullying Policy

Cranmore's mission statement below identifies its aim for all children in the school.

"The overall aim of the school is to help all children acquire the knowledge, skills and attitudes necessary to enable them to become life-long learners, taking their places in society as successful and happy individuals, and understanding and contributing to the world in which they live."

This policy reflects the 'Every Child Matters' agenda. It also reflects our school's values, which have been established and agreed through consultation with the whole school community.

1. Responsibility – taking care of others; accepting the consequences of your actions.
2. Respect – having regard for other people; valuing each other.
3. Sharing – including others in your games; deciding things together.
4. Kindness – thinking about what other people need; doing good things for others.
5. Fairness – treating people equally; not treating people badly because they are different.
6. Integrity – a sense of honesty and morality; doing the right thing for the right reasons

At Cranmore we take very seriously our responsibility for safeguarding children and ensuring their well-being and this policy supports us in fulfilling that.

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 is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is deliberately hurtful behaviour, repeated over a period of time with the intention of hurting another person, where it is difficult for those being bullied to defend themselves. Bullying results in pain and distress to the victim.

The three main types of bullying that would be most likely to arise at Cranmore are:

- Physical (pushing, kicking, hitting, punching or any use of violence)
- Verbal (name-calling, sarcasm, spreading rumours, teasing, racial taunts, graffiti)
- Emotional (being unfriendly, excluding, tormenting e.g. hiding books, threatening gestures)
- Cyber bullying – nasty messages, emails and texts and sharing photographs without consent.

Why is it Important to Respond to Bullying?

- Bullying hurts physically and emotionally.
- No one deserves to be a victim of bullying.
- Everybody has the right to be treated with respect.
- Every child should feel safe at school.
- Pupils who are bullying need to learn different ways of behaving.

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

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying 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 being bullied may show changes in behaviour, and may indicate by signs or behaviour that he or she is bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night, has nightmares or is bedwetting
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- A clear account of the incident will be recorded and given to the head teacher
- The teacher, or head teacher, will talk to all concerned and will record the incident.
- Appropriate sanctions may be used
- Parents will be kept informed and in serious cases will be asked to come in to a meeting to discuss the problem

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- working with them to restore self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened and why they became involved in the bullying
- establishing the wrong doing and need to change, and helping them to try to change their behaviour
- informing parents or guardians to help change the attitude of the pupil

The bully (bullies) will be asked to genuinely apologise. The following disciplinary steps may be taken:

- They may be asked to write a letter of apology to give to the victim so that they have a physical evidence of the perpetrator's remorse that they can keep and refer to if necessary.
- official warnings to stop the bullying will be given
- exclusion from certain activities, such as playtime
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

If possible, the pupils will be reconciled

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use Personal and Social Development (PSD) opportunities (eg Circle Time, assemblies and taught PSD sessions) to help children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules at the start of each year

- School values introduced at the start of each term
- JIGSAW PSHE scheme
- Anti-Bullying week yearly
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- The use of HRBQ bi-annually to monitor how safe children feel at school

Monitoring, evaluation and review

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Positive indicators should include the following:

- Staff are vigilant and responsive to bullying
- Pupils are not being bullied, or bully others
- Pupils say they would not join in bullying someone else
- Pupils tell a member of staff if they are being bullied
- Pupils tell a member of staff if they see or know that someone is being bullied
- Children report feeling safe to come to school

Further information and advice on bullying can be found on the Kidscape website and Anti-Bullying Alliance

www.kidscape.org.uk .

<https://www.anti-bullyingalliance.org.uk/>

Approved by Governors: January 2018

Signed: Chair of TLS Committee