

CREST INFANT & NURSERY SCHOOL



ANTI BULLYING STATEMENT

This statement should be read in conjunction with the school's Behaviour for Learning Policy.

Reviewed By: Mrs K Seales

Date: October 2021

Date of next review: October 2024

Anti-Bullying Statement

We believe that every child and adult has the right to feel happy and safe at our school. We acknowledge that our children are young and as such may need support to develop social skills and form friendships, however, bullying of any kind, by any person, is not tolerated at Crest Infant and Nursery School.

The document, Preventing and Tackling Bullying (October 2014) was referred to in the development of this policy. This policy also reflects the DFE statutory requirements within Keeping Children Safe in Education 2021 (KCSIE September 2021), the Prevent Duty Guidance: for England and Wales (March 2015) and Prevent Duty (June 2015).

This policy should be read in conjunction with the following policies and documents:

School Safeguarding Policy (which includes reporting bullying issues to external agencies and the Prevent Duty and Radicalisation concerns)

Child Protection Policy and Procedures,

Positive Behaviour Policy (which includes guidance on exclusions)

PSHE Policy (which references to British Values and the School's Ethos)

Online Safety Policy

Peer on Peer Abuse Policy

A definition of bullying

Bullying is deliberately hurtful behaviour, repeated over a period of time. It is difficult for those being bullied to defend themselves.

The three main types of bullying are:

* physical - hitting, kicking, taking belongings

* verbal - name-calling, insulting, racist remarks

* indirect - spreading nasty stories about someone, excluding someone from social groups

Some other examples of bullying:

- Following someone or menacing stares
- Swearing, baring malice or 'getting even'
- Mocking other children's work
- Deliberate destruction of someone else's property
- Stealing valued possessions from another person
- Physical violence

NB: Bullying occurs when one or more of these are repeated by the same person to the same person. Bullying is not a 'one-off' action.

Our Behaviour Policy states that we aim:

- ✓ To create a caring & concerned attitude throughout the school community.
- ✓ To provide a pleasant, stimulating environment for our children where they are able to articulate their emotions and feelings and understand why they have these feelings.
- ✓ To expect that all staff will treat each child fairly, respecting their individual rights and opinions.
- ✓ To help children to develop a positive attitude towards learning.
- ✓ To grow in each pupil a sense of identity, achievement and self-worth.
- ✓ To promote anti-bullying and anti-discriminatory practices.
- ✓ To promote the use of the school reward and consequences system.

We achieve these aims by:

- ✓ encouraging a sense of community with commonly agreed shared values
- ✓ ensuring that these standards are supported and reinforced by all members of our school community

- ✓ ensuring that all members of our school community have equality of opportunity in all areas of school life
- ✓ expecting that children will respect the needs and feelings of others
- ✓ reinforcing these values in a positive way through our own actions and attitudes and thus providing a role model for the children to see

We do not believe that we have a major problem with bullying at the school.

However, any incident of alleged bullying will be taken very seriously and responded to straight away.

Children must be taught that bullying of any kind is not acceptable and that if they themselves are bullied, or see anybody else being bullied, they must inform an adult.

Positive behaviour and anti-bullying strategies can be reinforced through different areas of the curriculum, for example through R.E., art, drama, English.

It is our responsibility to ensure a shared understanding as to what bullying is. Children and their families need to be able to distinguish bullying behaviour from age appropriate friendship issues.

Strategies for dealing with bullying

Pupils who are bullied:

In the classroom teachers can often be aware of pupils being pressurised or teased by their peers. It is important that if teachers are aware of such incidents they do not leave them unchallenged.

Similarly, teachers, classroom assistants and mid-day meals supervisors who supervise children in the playground must be vigilant to ensure that no child is taunted or pressurised by their peers.

Pupils must be encouraged to tell an adult if they are bullied.

Pupils can be taught to refuse to comply with bullying pupils' demands. They must be encouraged to respond assertively to the bully.

Pupils who observe bullying:

Many children, although they might not be bullied themselves, may well know that bullying is occurring and must be encouraged to take an active stand against bullying behaviour. They can help a bullied child to feel part of a group; they can inform a teacher or other adult about what is happening; they can show the bully that his/ her actions are unacceptable. Role-playing situations can help children gain confidence.

Further action:

If bullying still continues after the matter has been dealt with by an appropriate adult, or if the bullying incident is deemed to be more serious than usual, the following strategies will be implemented:

- The head teacher (or an SLT member in her absence) will talk to the child being bullied to discuss the events that have occurred and to determine what action the child would like to happen.
- The head teacher (or an SLT member in her absence) will talk to the child(ren) doing the bullying and will discuss the effects of their bullying on the bullied child. These children must assume responsibility for their actions and be able to determine how to make amends.
- The head teacher (or an SLT member in her absence) will discuss these decisions with both parties of children (those being bullied as well as those doing the bullying).
- Another meeting will be arranged to discuss whether the behaviour has changed.

If bullying behaviour continues, or is deemed to be extremely distressing or physically harmful to the bullied child, the parents of both children will be contacted by the class head teacher:

(i) to inform them of the situation

(ii) to enable the child to understand that such behaviour is unacceptable at home and school

(iii) to determine strategies to assist the child being bullied to stand up to the bullies and to help the bullying child learn that such behaviour is totally unacceptable.

In very serious, on-going cases other agencies such as the Educational Psychologist or the Special Needs Advisor will be consulted and provide support. In extreme cases the disciplinary procedure will come into force.

This policy statement was reviewed in line with our School Improvement Plan 2018/21 - 22

Reviewed by: Kerry Seales

Date: October 2021

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APPENDICES: Forms



Child's Name:	
Staff Members dealing with the situation:	
Date:	
 Reflection: In your own words try to say what has happened and how it could have been different.	
 Resolution: How can we try to ensure that this doesn't happen again?	
 Reconciliation: How can we put things right between you and the person involved?	
Adults witness:	Signed: _____
	Date: _____
	Print name: _____



BULLYING INCIDENT

Name of person giving the alert:	
Name of child hurt:	
Name of other child/children involved:	
Brief description of incident(s):	
Any prior knowledge:	
Please list attached evidence: (this should include the Restorative Justice form from all children and any other witness accounts)	
Signed:	Print name:
Date:	

PLEASE PASS THIS ONTO HEADTEACHER AND KEEP A COPY FOR YOUR OWN RECORDS.



WITNESS REPORT

THIS FORM TO BE COMPLETED BY ANY WITNESSES TO THE ALLEGED BULLYING INCIDENT

Name:

Date:

Please describe what you witnessed:

Actions taken:

Signed:

Print name:



INVESTIGATION

THIS FORM IS TO BE COMPLETED BY HEADTEACHER OR A MEMBER OF THE LEADERSHIP TEAM.

Names of children involved and their role: (child hurt and other child/children)	
Evidence gathered and attached:	
Findings from investigation:	
Actions carried out:	
Resolution:	
Signed:	Print name:
Date:	

THIS FORM SHOULD BE GIVEN TO THE HEADTEACHER AND ALL EVIDENCE KEPT IN ANTI BULLYING FILE IN THE CONFIDENTIAL CABINET