

ANTI-BULLYING POLICY

This policy operates as an integral part of the school's Behaviour, Child Protection, Discipline, Intercultural and Racial Discrimination policies.

STATEMENT

At Meon Infant School we will not tolerate bullying in any way, shape or form. The school defines and recognises bullying as:

- Deliberate hurtful behaviour which may be repeated over a period of time
- Unacceptable behaviour that is physical, verbal or indirect
- Behaviour that makes a child feel distressed, uncomfortable and isolated because it is difficult for them to cope with the situation
- The school acknowledges that bullying incidents may be of an individual and/or group nature

AIMS:

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.

Create an environment which promotes **honesty** so that children are able/should tell the truth.

Establish the truth so children can identify their own part in the incident.

Discuss all issues of the incident, individually and/or as a group.

Establish what is unacceptable behaviour and encourage the child to recognise this and the consequences their behaviour has caused.

Take part in an annual event where awareness is raised (Nov.)

Give child confidence that they are being listened to and their opinion has been valued.

Discuss with the child involved how to prevent a re-occurrence of the behaviour i.e.

- a. what they are going to do individually and/or as a group to improve situation
- b. establish one target a child could work on over an agreed period of time e.g. a week (targets could be set individually on a one to one basis or agreed in a group situation)
- c. ensure that children have had all the opportunities to say what they need to and that sanctions or follow up is fair
- d. after agreed period of time further discussion will take place to establish if targets have been realised.

All staff will be made aware of where bullying incidents in the school are more likely to occur i.e. toilets/cloakroom, more isolated areas of the playground.

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 taking place is expected to tell the staff. This may be done in confidence with an adult the child “trusts”.

DEFINITION OF BULLYING:

Bullying is the deliberate use of aggression on a regular basis which results in pain and distress to the victim/victims.

Bullying can be:

- Emotional Being unfriendly, excluding, tormenting (e.g. name calling, hiding books, threatening gestures)
- Physical Pushing, kicking, hitting, punching or any use of violence
- Racist Racial taunts, graffiti, gestures
- 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 the internet, such a e-mail and internet chat room misuse.
Mobile threats by text messaging and calls.
Misuse of associated technology i.e. camera and video facilities

Bullying hurts and can be extremely damaging. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

RESPONSE:

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

PROCEDURES:

Meon Infant School has a clear set of procedures that are known by all staff, Governors, support staff, pupils and parents.

Children should be aware that their concerns will be listened to and that they can talk to any member of staff if they have worries.

- Report All children are encouraged to report any incidences of bullying to any member of staff they feel “comfortable” talking to
- Reassure A safe and confidential environment will be provided and the pupil will be made to feel secure about their decision to report the incident

PROCEDURES: cont'd)

- **Record** All incidents of bullying will be recorded in writing by a member of staff. The Headteacher will be informed. In serious incidents parents will be informed and asked into school to discuss the problem. (For appropriate forms see Appendix A)
N.B.
Observations or behaviour records may inter-relate or be separate to SEN information. The relevant forms are common to the behaviour and SEN policies.
Parents should be fully informed of incidents and have the opportunity to discuss the sanction and/or targets involved.
Interviews with parents should be recorded
- **Respond** Disciplinary measures and anti-bullying strategies will be initiated
- **Review** Any decision made will be monitored to prevent re-occurrence of any bullying

Careful planning will be necessary to ensure the joint problem solving process is retained and is a success. Punishing the bully alone is a short term action that has proven ineffectual in a number of cases. It is essential that it is combined with other anti-bullying strategies.

These include:

- Playground initiatives to reduce boredom
- A safe place to explore the issues with an adult
- Participation in anti-bullying initiatives – local and National
- Training for all staff
- Using appropriate aspects of the Social and Emotional Aspects of Learning (SEAL) programme

This policy has been compiled in consultation with Teachers, Teaching Assistants, Governors, Parent Representatives, Midday Supervisor Representative, Support Staff and pupils.