



## **Anti-Bullying Policy- Junior, Infant and Nursery School**

### **Introduction**

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

### **Aims and Objectives**

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a Junior School to produce a safe and secure environment where all can learn without anxiety. This policy aims to produce a consistent Junior, Infant and Nursery School response to any bullying incidents that may occur.

We aim to make all those connected with the Junior, Infant and Nursery School aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our School.

This policy statement makes it very clear that we do not allow bullying to take place in our School, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

We monitor the incidents of bullying that occur, and review the effectiveness of the Junior, Infant and Nursery School policy regularly. We keep accurate records of all incidents of bullying on the pupil welfare cards.

We respond quickly to any request from a parent to investigate incidents of bullying.

## **The role of the Head of Juniors/ Infants and Nursery Manager**

It is the responsibility of the Head of Juniors/ Infants and Nursery Manager to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Head of Juniors/ Infants and Nursery Manager ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head of Juniors/ Infants and Nursery Manager draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head of Juniors may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why action is being taken.

The Head of Juniors ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Head of Juniors sets the school climate of mutual support and praise for success, so make bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

## **The role of members of staff**

Members of staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If members of staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head of Juniors/ Infants and Nursery Manager, the teacher informs the child's parents.

We keep individual pupil welfare cards where we record all incidents of bullying.

If members of staff become aware of any bullying taking place between members of a class, we deal with the issue immediately. We spend time talking to the child who has bullied. We explain why the action was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Head of Juniors/ Infants and Nursery Manager. We then invite the child's parents into school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head of Juniors may contact the school's child protection officer, Mrs Katie Lee.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **Guidelines for Dealing With Incidents of Bullying:**

Staff coming across cases of bullying are recommended to respond in the following ways:-

- a) Remain calm: reacting emotionally may add to the bully's enjoyment and control of the situation.
- b) take the incident or report seriously and take action as quickly as possible. Does your action need to be private or public?
- c) reassure the victim(s) and ensure that they are not made to feel inadequate or foolish.
- d) offer concrete help, advice and support to the victim(s).
- e) Make plain to the perpetrator(s) your disapproval and encourage the bully to see the situation from the victim's point of view.
- f) punish the bully if you have to, but care is needed in doing this. Reacting aggressively or with undue severity reinforces the message that those who possess power can wield it without regard to the feelings of the powerless.
- g) explain clearly the punishment and why it is being given.
- h) inform the Head of Juniors/ Infants and Nursery Manager or the Deputy and the relevant Class Teacher, in turn all staff should be alerted to the need for vigilance if there is the possibility of repetition of the incident.

After the original incident all staff involved in its discovery and resolution should ensure that:-

- a) the incident does not live on through reminders from them to the perpetrators
- b) forethought is given to the prevention of future recurrences of the incident, especially if the factor that triggered it in the first place has been identified
- c) they are not being overprotective and not allowing the victim(s) to help themselves where they can.

d) the bully(ies) are not assumed to be irrecoverably bad. They should be encouraged to view their anti-social behaviour objectively, and given a change of heart on their part the possibility of their restoration as valued members of the community should never be in doubt. Their inability to relate to the community may have been a problem that helped to trigger their anti-social behaviour in the first place. Further stigmatisation could serve to aggravate their problem.

### **The role of parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the School.

### **Monitoring and review**

This policy is monitored on a day-to-day basis by the Head of Juniors/ Infants and Nursery Manager.

**Signed: S.C.James**

**Date: September 2008**