

FLEET INFANT SCHOOL

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Policy: Anti-bullying Policy

Ratified by the Staff: April 2024

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What is bullying? Definition: There is no legal definition of bullying however, it is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Bullying is behaviour by an individual or group, (usually, but not always) repeated over time, that intentionally hurts another individual or group either physically or emotionally. It includes: name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or internet or other digital platforms; producing offensive graffiti; gossiping; excluding people from groups; and spreading hurtful and untruthful rumours. Although it sometimes occurs between two individuals in isolation, it quite often occurs in the presence of others. People are bullied for a variety of reasons including: race, religion or culture; special educational needs or disabilities; appearance or health conditions; sexual orientation; home circumstances (e.g., young carers, looked after children); sexism or ageism.

Rationale

At Fleet Infant School we will not tolerate any form of bullying, whether between pupils, between pupils and staff, between staff, or of staff by parents or parents by staff. We take all forms of bullying extremely seriously and will take action under our Behaviour Policy or deal with any instances that come to our attention. Disciplinary measures may be taken against members of staff who engage in bullying behaviour.

The headteacher will keep a log of any complaints of bullying from parents, staff or pupils and review this regularly with the Governing Body. Once a year, in September, staff and parents will be reminded of both the school's stance on bullying and the school's Behaviour Policy.

Aims

The aims of this policy are:

- to prevent, de-escalate and/or stop any harmful behaviour;
- to react appropriately to bullying incidents in a reasonable, proportionate and consistent way;

- to safeguard the pupil or staff member who has experienced bullying and trigger sources of support;
- to apply disciplinary sanctions against those causing the bullying and ensuring they learn from the experience.

Responsibilities

Pupils will:

- be made aware that bullying is not tolerated in the school and informed about how to report bullying and get help;
- develop awareness of the issue using opportunities in the curriculum, including work on Online Safety policy, and Personal Development Learning (PDL). This will include the role of the bystander in bullying situations;
- be listened and responded to if they are bullied. Steps will be taken to make them feel safe in the school environment and to help rebuild their confidence;
- be held to account if they engage in bullying behaviour and helped to face up to the harm they have caused, including developing their emotional skills and knowledge, and will learn how to take steps to repair the situation;
- Learn how to use 'STOP' by using a raised open hand 'Several, Times On, Purpose'.
- Speak up for others if they observe any form of bullying

The headteacher, governors and other school staff will:

- promote a school climate where bullying is not tolerated;
- review the school anti-bullying policy every two years;
- use curriculum and other opportunities to address the issue of bullying;
- put in place pupil support systems to prevent and respond to bullying;
- collect data on bullying incidents through the school's complaints procedure and share this with the school community, taking action where necessary to ensure that lessons are learned;
- address any school site or supervision issues which arise in the context of bullying;
- be particularly aware that pupils with learning disabilities or vulnerability due to special educational needs may not understand they are being bullied or be able to explain what is happening;
- look out for signs of bullying and take action if they suspect a child is being bullied;
- remind children regularly about how to keep safe on the computers, internet and cyber bullying.

Parents will:

- be clear that the school does not tolerate bullying;
- be aware of how to raise the issue if they are concerned their child is being bullied, including how the school's complaints procedure works;
- be encouraged to have confidence that the school will take any complaint about bullying seriously, investigate thoroughly, resolve as necessary and deal with the issue in a way that protects their child.

Preventative measures

The following procedures take place regularly to ensure that the school is doing everything it can possibly do to prevent bullying:

- The headteacher delivers termly assemblies and there are team assemblies about the differences between teasing and bullying and at these assemblies she reminds children what they can do if they think they are being bullied e.g. tell a grown up at school or at home, say no firmly to someone who is being unkind, get away from the situation quickly, stay close to friends.
- Class teachers have termly Circle Time lessons with children in PDL to discuss how children can keep themselves safe including keeping safe from bullying. Class teachers emphasise the need to tell an adult and to be persistent if one adult doesn't listen (although we like to think **all** adults in this school would listen)
- Throughout the school the PDL curriculum revisits strategies for managing undesirable behaviour
- The school has a 'Staying Safe' curriculum map which incorporates anti-bullying, and how we should keep ourselves safe
- The headteacher makes it clear to all children that they can come and talk to her for any reason if they are worried or concerned about anything at all
- To promote a mentally healthy school and have procedures in place to identify and support any child with mental health and well-being difficulties including teaching through assemblies and PDL lessons. Please refer to the Positive Mental Health Policy

Monitoring and Evaluation

Incidents of bullying will be reported immediately to the headteacher who will record the incident. These will be monitored by the Governing Body including outcomes of any incidents.

In writing this policy reference was made to:

- Safe to Learn: Embedding anti-bullying work in schools (DfE)
- Bullying involving Children with Special Educational Needs and Disabilities (DfE)
- Guidelines for Recording Bullying and Racist Incidents in Schools (Feb 2010 Hampshire County Council)
- School Discipline and Pupil Behaviour Policies (DfE)