

Calmore Infant School



Anti Bullying Policy

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Approved by Governing Body

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Principle

At Calmore Infant school we define bullying as being negative actions towards a person that are regular, persistent and focused upon another person.

Our school is committed to creating positive, safe and caring environment where children can learn and play alongside each other in an atmosphere of respect. We aim for our children to feel they can talk about their worries and concerns confident that an adult will listen and will offer to help and an environment in which everyone feels safe and is safe.

We believe that learning to behave towards others and respecting differences is an important part of being in school. We believe that children need to aware of how to treat others so they may grow up to be adults that respond positively and have good positive relationships.

Aims

- We will work together with parents, children, staff, governors in accordance with this policy to help the bullied and those that do the bullying.
- We will support the improved behaviour of the bully, but at the same time ensure that the bullied are safe and feel confident that action is being taken.
- All adults in school are positive role models
- All children in school are encouraged to recognise their rights
- All children are encouraged to be responsible for their actions

Procedures

Awareness and Prevention

All adults in school will be role models for positive behaviour and avoid

- Humiliating behaviour
- Sarcastic comments
- Derogatory nick names

Adults will not misuse their position and use their power and authority to dominate children in this school. All adults will listen to children when they are willing to talk about bullying. Children will feel that they are being listened to with sensitivity and privacy and respect.

All children in school are encouraged to

- recognise each other's rights to be physically safe and

- be free of teasing and insults

We encourage our children to take responsibility for ensuring that

- Children are free from hurt – so name calling and teasing is not acceptable
- Children feel physically safe
- Children's possessions are safe in school

Action and intervention

We aim to increase the understanding of children and parents and staff by raising awareness of the issues of bullying e.g. in assemblies, PSHE lessons.

As children feel safe to talk about bullying we are aware that they are more likely to report incidents to adults, expecting helpful intervention.

This might mean there might be an increase in the number of times staff are asked to respond, even though there may be less bullying.

The aims of any intervention will be

- To make the victim feel safe
- To encourage the bully to behave better

This can be done through;

Drama, writing and artwork, SEAL (Social and Emotional aspects of learning), circle time, ELSA (Emotional Learning support Assistants) trained Learning Support Assistants, Nurture time.

Our approach at Calmore Infant school will be as follows;

1. When it becomes apparent that bullying has happened, an adult appropriate to the child will talk to the victim about his/ her feelings. The adult will encourage the child to talk about the incident and will find out who was involved.
2. The adult will meet with the child involved. On some occasions it may include some people who joined in but did not initiate the bullying. Senior management will be informed. The incident will be recorded and parents will be informed,
3. The adult will ask the children/ child to reflect on what happened and how the victim is feeling. In some cases a drawing, story or photograph could be used to represent the situation and show the distress caused.
4. Each member of the group (if appropriate), or the child will think of a way to make the victim feel better and safe and happier.

5. The adult will monitor the situation and other members of staff will be notified – e.g. mid-day supervisors
6. After an agreed time period has elapsed, the teacher/ adult will talk to each child individually and the bullied child to find out what has been happening recently, the adult is able to monitor the bullying but also keep the children involved in the process.

We will monitor the effectiveness of our policy regularly by

- Monitoring the number of reported incidents
- Monitoring to establish if incidents are dealt with efficiently and do not happen again.

Please read this policy alongside the Behaviour Policy