



**Calmore Infant School  
Anti Bullying Policy  
Written By N Cowcher and staff**

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# Anti Bullying Policy

## PRINCIPLE

At Calmore Infant School we define bullying as negative actions towards a person that occur regularly and over time either face to face or online- cyber bullying.

This school is committed to creating an environment where children can learn and play, and can talk about their worries, confident that an adult will listen and will offer help: an environment in which everyone feels safe and is safe.

We believe that learning how to behave towards others is a particularly important part of school life, and may directly influence attitudes in later years.

As a result of this policy being fully embedded, Calmore Infant School promotes a positive behaviour policy and nurture environment with opportunities for children to express their worries and concerns to all adults who will listen

## AIMS

We will work with all pupils, parents, staff and governors in accordance with this policy to help

- All adults in school are positive role models
- All children in school are encouraged to recognise the feelings of the other.
- All children are encouraged to respect each other's differences and similarities
- We encourage children to take responsibility for their actions.
  
- We will support improved behaviour from the bully, whilst ensuring the safety of the bullied.
- To empower children to speak to a trusted adult in or out of school and raise awareness of support outside of school e.g. Childline NSPCC

## Procedures

Awareness and Prevention

All adults in school are role models and avoid:-

- Humiliating behaviour
- Sarcastic comments
- Derogatory nicknames

Adults do not misuse a position of power to dominate children in this school. We listen to children when they are willing to talk about bullying and we are sensitive to a child's needs for privacy and respect.

All children in school are encouraged to recognise each other's rights to: -

- Be physically safe.
- Be free of teasing and insults

We encourage children to take responsibility for:-

- Freedom from hurt by name calling and teasing
- The security of their own or other people's personal possessions.
- The physical safety of others.
- Speaking out when something is, 'NOT ok'- ref NSPCC Buddy

### **Action and Intervention**

We aim to increase the understanding of children, parents, and staff by raising awareness about the issues of bullying.

As children feel safe to talk about bullying, we are aware that they are more likely to report incidents to adults, expecting some helpful intervention. This may mean that there might be an increase in the number of times staff are asked to respond, even though there may be less bullying. Staff will also have an awareness of changes in a child's behaviour which may indicate bullying is taking place (including out of school bullying and online bullying). If necessary staff will use child protection reporting procedures to keep the pupil safe ie CPOMS to track incidents reported to all members of staff .

The aims of any intervention should be

- To make the victim feel safe.
- To encourage better behaviour from the bully for the bullying to stop.
- For adults to understand the reason behind the behaviour from the bully, so that the adult can support the child to make the right choices and respect others.

This may be done through:-

- Assemblies and 'Keeping Safe' weeks in school
- E Safety keeping safe weeks to promote being kind on line/ in texts etc
- Drama activities.  
Writing and artwork.
- Social skills programme in Nurture Group including developing friendly behaviour and assertiveness.
- Using a group, problems solving process. Encouraging children to express their feelings verbally to each other can defuse some situations.
- Use of Circle Time.
- Use of Emotional Literacy Support with a trained member of staff

Our approach at Calmore Infant School will be as follows: -

- 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 need to know who was involved.

- The adult will arrange to meet with the children involved. This may include some bystanders who joined in but did not initiate the bullying. Senior leadership need to be informed at this stage. The incident will be recorded and parents will be informed.
- The adult will ask the children to reflect about the way the victim is feeling. The use of a poem, piece of writing or a drawing or photograph, may be used to emphasise the distress caused.
- Each member of the group will be encouraged to suggest a way in which the victim could be helped to feel happier.
- After an appropriate, agreed time lapse, the teacher discusses with each child individually, including the victim, how things have been going. This allows the adult to monitor the bullying and keeps the children involved in the process.
- Parents will be contacted and informed about the action taken in school and the bullying incident

We will monitor regularly the effectiveness of our policy, by establishing:-

- Whether bullying has decreased.
- Whether incidents are dealt with efficiently.
- Feedback from parents in questionnaires and children's safety questionnaires.

This Policy should be read in conjunction with The Behaviour Policy and E-Safety Policy