



BREWSTER AVENUE INFANT AND NURSERY SCHOOL

ANTI-BULLYING POLICY

This policy was ratified by the Full Governing Body on: 14th November 2018

Date for review (this policy will be reviewed every two): Autumn 2020

Aim

To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Definition of Bullying

Bullying is defined as *'repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability'* (Bullying UK).

Bullying differs from teasing/falling out between friends or other types of aggressive behaviour because:

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying, particularly in cases of sexual, sexist, racist or homophobic abuse or when behaviour is directed at children with disabilities.

Types of Bullying

- Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging or taking someone else's property.
- Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse.
- Social or indirect bullying includes lying or spreading rumours, mimicking unkindly, negative facial or physical gestures, playing nasty jokes to embarrass or humiliate or encouraging others to socially exclude someone.
- Cyber bullying includes abusive or hurtful texts emails or posts, images or videos, deliberately excluding others online, imitating others online or using their log-in.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or absence from school. Pupils must be encouraged to report bullying in schools.

Schools' staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Creating an anti-bullying culture in school

Our school's Behaviour and Expectations Policy explains how we promote positive behaviour in school to create an environment where pupils behave well.

We also draw on the school's curriculum and promote appropriate behaviour through teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our curriculum is used to:

- Raise awareness about bullying
- Build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others

Reporting and Responding to Bullying

Children are encouraged to:

- Find a friend and ask them to help
- Remind the children involved of the school rules
- Tell a grown-up – either someone who works in the school or an adult in their family

If parents and carers have concerns, they should talk to the class teacher in the first instance.

The following steps should be taken:

- If bullying is suspected or reported, the incident will be dealt with swiftly by the member of staff who has been approached
- All children involved will be spoken to, either individually or in a group and clear account of the incident will be recorded in class behaviour logs
- Appropriate sanctions will be used e.g. loss of lunch breaks (see the Behaviour and Expectations Policy)
- Parents will be informed

Repeated incidents of bullying, or bullying involving race, religion, sex or sexual orientation or disability will always be dealt with by the Deputy or Headteacher. Further possible sanction depending on the severity of the bullying include:

- Have an individual behaviour plan negotiated with parents
- Involve outside agencies e.g. Project for Schools, Behaviour Panel
- Fixed term or permanent exclusion

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering of continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the 'wrong choice' and need to change
- informing and supporting parents/carers in helping change the attitude of the pupil

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.