



CALCOT INFANT AND JUNIOR SCHOOLS

Anti-Bullying Policy

Document Control

Adopted, Adopted and Adapted Or Schools own:	Schools own
Annual/Bi-annual	2 years
Responsible Committee:	Curriculum
Ratified by Full Governors:	November 2020
Review Due:	November 2022
Chair of Governors Signature Mr Mark Hazelton:	

Change History

Version	Date	Amendment Or No Change
1	Sept 2011	Written
2	Nov 2017	Amended
3	Nov 2020	Amended

Website History

Version	Date on website



The Calcot Schools ANTI-BULLYING POLICY

Introduction

There are many definitions of bullying, but most have 3 things in common:

- It is deliberately hurtful behaviour
- It is repeated often over a period of time
- It is difficult for those being bullied to defend themselves

Definitions of Bullying

What Is Bullying?

Bullying is the intentional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one-off attacks can have a continuing harmful effect on the victim

(Anti-Bullying Alliance)

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Aims and Objectives

Bullying is wrong and damages individuals. 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 school, to produce a safe and secure environment where all can learn and work without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those concerned with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regards to the eradication of bullying in our school.

Anti Bullying

Preventive approaches

The ethos of a non-bullying school will be developed through the following measures.

- Clear leadership and active support from the Head teacher and SMT
- A sense of ownership of the anti-bullying policy
- The belief that bullying is serious whenever it occurs
- Promotion through core values of co-operation, citizenship, equality, care for others and respect.
- Modelling core values by all staff
- Emphasis on the emotional well-being of all pupils and all adults in the school
- PHSE curriculum, ICT curriculum, assemblies etc
- Involvement of pupils in formation of class rule, behaviour policy etc
- Involvement of pupils in school council.

The anti-bullying role model of adults in school is critical. These demonstrate:

- Respect for every pupil as an individual
- Awareness of more vulnerable pupils
- Awareness of social relationships between pupils and alertness to problems
- Openness and responsiveness to pupil concerns
- Fairness and consistency
- Active reinforcements of socially responsible behaviour
- Disapproval of unkind and socially irresponsible behaviour
- Avoidance of labelling pupils

Preventive measure on which schools can take action

- Open discussion of what counts as bullying, raising awareness issues
- Involving the children in the issues, giving ownership to develop approaches and reduce the likelihood of bullying
- Alertness of potential bullying situations
- Mechanisms to minimise areas of risk: playtimes etc

The Role of Governors

The Full Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does 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.

The school monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying.

Complaints

The Governing body will respond within ten days to any requests from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Governing body.

The role of the Headteacher

It is the responsibility of the Headteacher 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 Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being sanctioned. Teacher can use circle time and PHSE lessons to discuss bullying.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, so making 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 a teacher

The teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied, after consultation with the Headteacher, the teacher informs the child's parents.

Teacher attend training, which enables them to become equipped with incidents of bullying and behaviour management.

Teachers support all children in their class and 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.

The Role of Parents

Parents, who are concerned that their child might be 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 school.

Monitoring and Review

The Headteacher, who reports to the governors about effectiveness of the policy, monitors this policy on a day-to-day basis.

This anti bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents. These are reported through the termly Headteacher's Report

Action to be taken when bullying is suspected or alleged

If bullying is suspected or alleged, we talk to the suspected victim, the suspected bully and any witnesses.

A log will be kept of discussions etc. and held on hard drive file.

Help, support and counselling will be given as appropriate, to both victims and the bullies.

We support the victims in the following way:

- By offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher, if they choose.
- Informing the victim's parents/guardians.
- By offering continuing support when they feel they need it. Eg ELSA

We also discipline, yet try to help the bullies in the following ways:

- By talking about what happened, to discover why they become involved
- Informing the bully's parents/guardians
- By continuing to work with the bullies in order to prevent this happening again.
- By taking one or more of the nine disciplinary steps described below to prevent more bullying.

Disciplinary Steps in line with School's Behaviour Policy

1. They will be warned to stop offending – noted on the allegation form
2. Informing the bully's parents/guardians if victim has been physically hurt or bullying is persistent.
3. They may follow a behaviour support programme devised by the class teacher, e.g. work on their own or with supervision (Therapeutic Thinking Plan)
4. External agencies may be contacted to gain advice, (Behaviour Support team, Educational Psychologist, Connect Team, Therapeutic Thinking Team, Contact, Advice and Assessment Service (CASS))
5. They may be closely supervised during playtime activities
6. They may be denied usual playtime activities
7. They may be excluded from the school premises at break and/or lunch times
8. They may be suspended for a minor fixed period (one or two days)
9. If they carry on, they may be recommended for suspension for a major fixed period (up to 5 days) or an indefinite period.
10. If they will not end such behaviour, they may be recommended for permanent exclusion (expulsion).

ADVICE TO CHILDREN, WHICH WILL FORM PART OF THE SCHOOL'S PERSONAL & SOCIAL EDUCATION

What can you do if you are being bullied

- a) Tell yourself that no-one has the right to bully anyone.
- b) Be proud of who you are, it is good to be individual
- c) Stay with a group of friends/people.
- d) Be assertive – shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
- e) Fighting back may make things worse
- f) It is best to tell an adult you trust straight away. You will get immediate support.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

If you know someone is being bullied

- a) **TAKE ACTION!** Watching and doing nothing looks as if you are on the side of the bully
- b) Tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

What to do if you think your child is being bullied

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly or not complete work to their normal standard
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- c) If you feel your child may be a victim of bullying behaviour, inform the school **immediately**. Your complaint will be taken seriously and appropriate action will follow.
- d) It is important that you advise your child not to fight back. It can make matters worse.
- e) Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- f) Make sure your child is fully aware of the school policy concerning bullying and that they will not be afraid to ask for help.

What we will do as a school

- a) Organise the community in order to minimise opportunities for bullying e.g. provide increased supervision at problem times.
- b) Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PHSE programme, ICT online safety
- c) Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- d) Review the school policy and its degree of success annually.
- e) The school staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- f) Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- g) Encourage pupils to treat everyone with respect.
- h) We will treat bullying as a serious offence and take every possible action to eradicate it from our school.

Additional references: Behaviour Policy
Physical Intervention Policy
Equal Opportunities Policy

Date: November 2020

Governors ratified Policy

Signed: 

Date: 9 November 2020

Review date: (Bi-Annually) November 2022

DISCRIMINATION/ HARASSMENT OF INCIDENT RECORDING

BASIS OF DISCRIMINATION/HARASSMENT: (TICK APPROPRIATE)	
Ethnicity	
Gender	
Disability	
Other (Specify)	

TYPE OF INCIDENT: (TICK APPROPRIATE)	
Physical	
Written abuse and threats, including notes, letters, etc.	
Derogatory name calling, insults, jokes	
Verbal abuse and threats, including telephone calls	
Graffiti	
Wearing inflammatory/discriminatory badges and insignia	
Bringing inflammatory/discriminatory material such as leaflets, comics or magazines onto the premises	
Inciting others to behave in an inflammatory/discriminatory way	
Attempts to recruit others to racist organisations and groups	
Racist comments in the course of discussions in lessons	
Ridicule of others for cultural differences e.g. food, music, dress, etc.	
Refusal to co-operate with other people because of their race, colour, ethnicity or language	

Actions for victims - One or more action may apply to the incident (Initial)*	
Ensured victim had time to recover and opportunity to express own concerns/feelings	
Ensured medical assistance was given as necessary	
Ensured other staff are alerted to be vigilant	
Class teacher and other relevant staff informed	
Took all reasonable steps to ensure the individual's safety	
Victim given copy of school's 'bullying leaflet'/approach to bullying explained	
Enlisted the assistance of educational support services	
Ensured statements are recorded, including the victims own account	
Writing to/meeting parents to explain action taken and discuss matter with them	
Completed a Violence Report	

Actions for perpetrators - One or more action may apply to the incident (Initial)*	
Firmly explained the wrong done, with/without punishment	
Referred the perpetrator to senior member of staff	
Informed the parents or guardians	
Used the exclusion procedure	
Reported the matter to the Police where it is necessary to bring to bear the process of the law	

***As more than one person may be involved, and more than one action may be taken, please initial and date the action taken by you.**

Please attach all notes about the incident, including as much detail as possible