



**WOOD END
INFANT SCHOOL**

Non Statutory Policy

Anti Bullying Policy

Committee with oversight for this policy – Teaching and Learning	
Policy to be signed off by the Headteacher	
Policy last reviewed by the Teaching and Learning Committee	06/06/2016
Policy last ratified and adopted by the Headteacher	23/05/2016
Policy / Document due for review	May 2019

Lucy Rodgers
Headteacher
23 May 2016

This policy was ratified and adopted by Lucy Rodgers who was the Headteacher until 31 August 2016. Madhu Bhachu. Headteacher since 1 September 2016, supports this policy and adopts it as the current Headteacher.

Anti Bullying Policy

UNICEF Article 19 – Every child has the right not to be harmed by anyone or anything.

UNICEF Article 6 – Every child has the right to life and to achieve their full potential.

UNICEF Article 12: Every child has the right to be listened to.

UNICEF Article 13: Every child has the right to say what they think.

UNICEF Article 3: Every child’s best interest must be at the heart of everything that affects them.

Statement of Intent

This policy demonstrates our commitment at Wood End Infant school to sustaining a safe, positive and inclusive environment for everyone in our school community. We do not accept bullying at our school and we believe that all pupils, staff and parents and carers have the right to be protected from bullying and abusive behaviour. If bullying does occur, all members of the school community should be able to tell and know that incidents will be dealt with promptly and effectively.

Who the policy applies to

This policy was developed and is reviewed and monitored through consultation with the whole school community and applies to all members of that community. Members of the school community are:

- Pupils;
- Teachers (both permanent and supply teachers, and specialist teachers);
- All school staff;
- Parents and carers;
- School Governors.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents and carers should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents and carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents and carers should be assured that they will be supported when bullying is reported.

What is bullying?

We consider bullying to be the persistent intentional victimisation, either verbal or physical, by one or more people against another, based on an imbalance of power.

Different types of bullying include:

- Physical;
- Emotional;
- Psychological;
- Social;
- Verbal;
- Homophobic;
- Transgender;

- Racist;
- Sexual;
- Cyber /Online;
- And other e.g. outside school or of vulnerable groups.

How we handle bullying

Any person who has experienced bullying in our school has the right to:

- Tell a member of staff;
- Be taken seriously;
- Have the problem owned and acknowledged by the school staff;
- Be heard sympathetically;
- Have immediate action taken;
- Support from staff who will work with the child who is being bullied to help them feel safe and find responses to bullying that work;
- Access to Place 2 talk;
- Support as long as it is required.

Any person who has been a bully will be:

- Helped to realise the consequences of their actions;
- Helped to attain acceptable interactive social skills;
- Involved in the resolution of the situation;
- Access to Place 2 talk;
- Support as long as it is required.

Wherever possible, staff will work with the parents/carers of any child who is involved in bullying to support and encourage that child in finding solutions.

Procedures

1. Report all bullying incidents to a member of staff – this will be passed on to a member of SLT to investigate
2. Investigation by member of Senior Leadership Team
3. The details of the incidents will be recorded
4. Parents will be informed and will be asked to come in to a meeting to discuss the problem
5. The bullying behaviour, or threats of bullying will be investigated and the bullying stopped quickly
6. Attempts will be made to enable the bully (bullies) to change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) If possible, the pupils will be reconciled.
- 3) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 4) There will be continued parental involvement
- 5) In serious cases, suspension or even exclusion will be considered

Prevention

Our school ethos is one of respect and responsibility which underpins all aspects of school life. We will use various methods for helping children to prevent bullying such as;

- Pupil involvement in class and playground charters
- PSHE lessons

- Circle time
- Sharing stories which discuss bullying during story time
- Sufficient adult supervision at break and lunchtimes
- Assemblies
- Involvement in Anti-bullying week
- Focus on UNICEF rights