

Anti-Bullying Policy

Last Updated: 07/20

Update Required: **07/23**

Aims and Objectives

Objectives

Denham Village School Anti-Bullying Policy outlines what we will do to prevent and tackle bullying.

Our anti-bullying policy aims to:

- Promote respect and tolerance for each other, including and engaging with everyone's perception of bullying
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning
- Clarify for pupils and staff what bullying is and that it is always unacceptable
- Explain to staff, pupils and the whole school community why bullying and harassment occur and their impact on individuals and the school as a whole
- To have in place an anti-bullying support system that all staff and pupils understand and to apply the system consistently

Our school community

- Will discuss, monitor and review our anti-bullying policy on a regular basis
- Will support staff to promote positive relationships and identify and tackle bullying appropriately
- Will ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn and that pupils abide by the anti-bullying policy
- Will report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy
- Will seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.

Definition of bullying

As agreed by our whole school community:

Bullying is any behaviour that is persistent and deliberately intended to hurt, threaten or frighten another person or group of people.

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through websites, Social Networking sites and Instant Messenger), sending offensive or degrading images by phone or via the internet, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Race, religion or culture
- Special educational needs
- Appearance or health conditions
- Sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

Denham Village School is aware that it is possible that the bully may be an adult and will impose appropriate sanctions and, if necessary, will follow safeguarding procedures where this is the case.

Preventing and responding to bullying

Warning Signs

Possible signs of bullying are:

- Unwilling to come to school or walk home from school
- Changing route to school
- Starting to under achieve at school
- Coming home with belongings damaged or losing possessions/money
- Asking for money or stealing
- Coming home hungry or not eating properly
- Becoming withdrawn, beginning to stammer, crying at night
- Having unexplained bruises and scratches
- Refusing to say what's wrong or giving improbable excuses
- Attempting suicide

What we do to prevent bullying

We will:

- Hold an anti bullying week
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Hold annual online protection sessions for all children
- Have a 'buddy' system to support the younger children
- Have a class behaviour charter created by each class
- Home School Agreement
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through information and displays, through peer support and through the student council
- Train all staff to identify bullying and follow school policy and procedures on bullying
- Actively encourage parent responses through our annual questionnaire
- Use Philosophy for children or PSHCE sessions to discuss issues

Encouragement to tell

We actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that action will be swiftly taken which is sensitive to their needs. Disclosure (telling an adult/peer) can be direct and open or indirect and anonymous. A bully/worry box is available for indirect/anonymous disclosure. Everyone must realise that not telling someone means that the bullying is likely to continue.

Roles

Staff

We expect staff to:

- Provide children with a framework of behaviour including class rules which supports the whole school policy
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere
- Provide pupils with a good role model
- Raise awareness of bullying through stories, role-play, discussion, peer support, pupil/student council, PSHCE, RE and P4C
- Through the Head teacher, keep the Governing Body well informed regarding issues concerning behaviour management
- Regularly seek pupils views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools
- Publicise the details of help lines and websites
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have
- Follow the staff Code of Conduct

Parents/Carers

We expect that parents/carers will:

- Understand and engage with everything that is being done to make sure their child is safe and enjoys school

We will ensure parents/carers:

- Know who to contact if they are worried about bullying including our complaints procedure
- Feel confident that everything is being done to make sure their child is happy and feels safe at school
- Are informed about and fully involved in all aspect of their child's behaviour

We will work with parents/carers to address issues beyond the school gates that give rise to bullying.

Governors

We expect that Governors will:

- Support the Head teacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and evaluate the actions taken to ensure the effectiveness of this policy

Tackling bullying

Recording

Incidents clearly identified as bullying must be reported to the Head teacher and all incidents and follow up action will be recorded.

Dealing with an incident

Bullying incidents discovered at Denham Infant School will be taken seriously and support will be provided for the target and bully.

Denham Infant School will support all involved by:

- Talking through the incident with the target and bully
- Helping the target and bully to express their feelings (Restorative Justice)
- Talking about which rule(s) has/have been broken
- Discussing strategies for making amends

Sanctions may include:

- Time away from an activity within the classroom
- Golden time minutes taken
- Missing break or another activity
- Formal letter home from the Head teacher
- Meeting with staff, parent/carer and/or pupil(s)
- Pastoral Support Plan (PSP)
- Exclusion (internal/external)

Parents/carers (of both the target and bully) will be informed of what has happened, and the action taken.

A record will be made of these discussions and if necessary independent witnessing of action taken and recording of information can be used to ensure accurate evidence is retained.

Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

Behaviour Policy



PSHCE Policy
Equality and Diversity Policy
E Safety Policy

Policy monitoring and review

We will formally review this policy every year as well as if incidents occur that suggest the need for review. The school council reviews the anti-bullying policy effectiveness annually.

Trends and strategies are analysed for inclusion in the Head teacher's Annual Report to Governing Body on Safeguarding Children and are reported termly to Governors.