



BROOK INFANT SCHOOL  
AND NURSERY

## **ANTI-BULLYING POLICY**

School includes our nursery, any after school clubs and breakfast club.

### **Introduction**

We are a Rights Respecting School and we expect all members of our community to be part of this. We teach the children that they have their own rights which need to be respected and to respect the rights of others within our school community.

Bullying affects everyone, not just the bullies and victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating / threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child be able to benefit from the opportunities available at the school.

The School believes that all its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain some numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The school also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is **WRONG** and will not be tolerated. It is important, therefore, that the school has a clear written policy to promote this belief, where both pupils and parents / carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

### **What is bullying?**

#### **New definition**

Bully n. a person who habitually seeks to harm or intimidate those whom they perceive as vulnerable.

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose. There is also cyber bullying where bullying can happen via texts, online chat sites and games.

Bullying can occur through several types of anti-social behaviour. It can be:

#### **Physical**

A child can be physically punched, kicked, hit, spat at, etc.

**Verbal**

Verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, physical / social disability, or personality, etc.

**Exclusion**

A child can be bullied simply by being excluded from discussions / activities, with those they believe to be their friends

**Damage to Property or Theft**

Pupils may have their property damaged or stolen. The bully may use physical treats in order that the pupil hand over property to them.

**Cyber bullying**

Pupils may experience unkind comments, pictures, or isolation via chat sites, texts or online games. This may include sharing photos maliciously, hacking another person's account and using their identity to post hurtful comments.

**Children should be confident that they:**

- ✓ Do not deserve to be bullied, and that it is WRONG!
- ✓ Are proud of who they are. It is good to be individual.
- ✓ Should try not to show that they are upset.
- ✓ Should stay with a group of friends / people. There is safety in numbers.
- ✓ Should be assertive – shout '**NO!**' Walk confidently away. Go straight to a teacher or member of staff.
- ✓ Realise fighting back may make things worse.
- ✓ Should tell an adult they trust straight away.

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

**As a Parent**

- Look for unusual behaviour in your child. For example, they may suddenly not want to attend school, feel ill regularly or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they spent their time with, how lunch time was spent etc.
- 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.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the School policy concerning bullying, and that they must not be afraid to ask for help.
- Be aware of what your child is doing online and how to keep themselves safe. Set up parental security measures and ensure your child does not use the internet alone.

**As a School we will:**

- Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the P.S.H.C.E. programme, assemblies, circle time.

- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the School Policy and its degree of success.
- Continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- Not use teaching materials or equipment which could give a bad or negative view of any group because of their ethnic, social or cultural background, gender etc.
- 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 (PSHCE links).
- Encourage pupils to treat everyone with respect.
- Treat bullying as a serious offence and take every possible action to eradicate it from our School.

### **Action to be taken when bullying is suspected.**

If bullying is suspected, we will talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

We will support the **victim** in the following ways:

- ✓ Offer them an immediate opportunity to talk about their experience with their class teacher or another teacher if they choose.
- ✓ Inform the victim's parents / carers.
- ✓ Offer continuing support when they feel they need it.
- ✓ Take one of more of the six disciplinary steps described below to prevent more bullying.

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

- ✓ Talk about what happened, to discover why they became involved.
- ✓ Inform the bully's parents / carers.
- ✓ Continue to work with the bully in order to get rid of prejudiced attitudes as far as possible.
- ✓ Take one or more of the six disciplinary steps described below to prevent more bullying.

### **Disciplinary Steps**

- The bully will be warned officially to stop offending.
- The bully's parents / carers will be informed.
- The bully may be excluded from the School premises at break and / or lunch times.
- If the bullying does not stop the child will be suspended for a minor fixed period (1 or 2 days)
- If the bullying continues the child will be recommended for suspension for a major fixed period (up to 5 days) or an indefinite period.
- If the behaviour does not stop, the child will be recommended for permanent exclusion. The Headteacher will complete all the necessary paperwork as required by the school's exclusion procedures.

Please refer to the following policies for more guidance - online safety, behaviour.

September 2019

Next review - September 2020