



The aim of our anti-bullying policy is 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. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups).

Bullying can take place face to face or online.

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 truanting from school. Pupils are encouraged to report bullying in school.

At Rose Green Infant School our teaching and non-teaching staff are alert to the signs of bullying and will act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. These procedures are outlined in our **Behaviour Policy**.

Implementation

The School

The following steps will be taken when dealing with incidents (please see Behaviour Policy for more detail):

- If bullying is suspected or reported, the incident will be dealt with by the end of the working day by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Headteacher
- The Headteacher will talk to all concerned and will record the investigations
- Class teachers will be kept informed by the Headteacher
- Parents will be kept informed by the Headteacher
- Sanctions will be used as appropriate and in consultation with all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- Reassuring the pupil
- Offering 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 doing and need to change
- Informing parents or carers to help change the attitude of the pupil.

Depending on the situation and the age of children involved, it may be appropriate to set up a series of 'no blame' meetings between the child(ren) who has bullied and their victim(s), where the situation can be discussed (mediated by an adult) and hopefully resolved.

The following disciplinary steps can be taken, depending on the severity and nature of the bullying:

- Official warnings to cease offending
- Exclusion from certain areas of school premises
- Lunchtime exclusion
- Fixed-term exclusion
- Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying including cyber bullying through inclusion in Relationship Education, circle time and assemblies as appropriate, in an attempt to eradicate such behaviour.

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.

Last reviewed: September 2021

Next review date: September 2022