

**West Earlham Infant and Nursery School**  
**Anti-Bullying Policy**

1. At West Earlham Infant and Nursery School we regard any type of bullying as totally unacceptable. We define bullying as **deliberate, hurtful behaviour that is repeated over and over again** by a child who has some type of hold over another and where the child being bullied finds it difficult to defend his/her self. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or children will be tolerated.
2. At West Earlham Infant and Nursery School children must feel free from bullying in the following areas: cyber-bullying, prejudice based including that relating to Special Educational Needs, sexual orientation, sex, race, religion and belief, gender reassignment and disability.
3. We consider the four main types of bullying to be:  
**PHYSICAL** - *hitting, kicking, taking belongings, inappropriate contact*  
**VERBAL** - *name calling, teasing, insults, making threats, racist remarks including use of technology*  
**INDIRECT** - *spreading nasty stories, excluding from social groups including the use of technology*  
**ANTI-SOCIAL** - *gang involvement or organised gang intimidation*
4. We will use the concept of STOP to help teach our children what the word bullying means and how to protect themselves from it

<b>STOP</b> When is it Bullying?	<b>STOP</b> What should you do first?	<b>STOP</b> What should you do next?
Several Times On Purpose	Say stop To Other Person	Start Telling Other People

5. All reported cases of bullying that meet the agreed above definition are investigated by the Head teacher or a member of the Senior Leadership Team and recorded on a Bullying Incident Report form.
6. The investigation will be closed when a satisfactory outcome has been achieved for the victim and family of the bullying incidents.
7. The aims of our school anti-bullying strategies are:
  - To prevent, de-escalate and stop harmful behaviour.
  - To safeguard children who have experienced bullying.
  - To provide sanctions that leads the perpetrator to learn from the experience.
8. The first priority will be to support the victim. The victim will be reassured and offered support and a listening ear. Every effort will be made to restore the self-esteem and confidence of the victim and it is essential they recognise that they are not the one to blame, and that bullying is wrong.
9. Sanctions for bullying are intended to hold children to account for their behaviour, in doing so they face up to the harm they have caused and learn from it. Sanction should also provide an opportunity for the pupil to put right the harm they have caused.
10. Initial Strategies may include
  - Accepted apology, verbal or written
  - Actions to show remorse

- Formal parent contact with the head teacher/senior staff
- Contact between child, parent and head teacher, to monitor, daily or weekly, as appropriate, or until the behaviour has stopped and no further harm is caused.

11. Further Optional Sanctions may include:

- Withdrawal from social events, clubs etc.
- Withdrawal of privileges
- Withdrawal from playtimes and lunchtimes
- Withdrawal from school visits

***If the sanctions are not effective, isolation from peers can be considered as referenced in Behaviour and Discipline guidance 2014. Ultimately exclusions may be the only option available to keep children safe.***

**12. Our school community will:**

- Discuss, monitor and review our anti-bullying policy and practice on a regular basis.
- Train all staff including teaching staff and support staff (including administration staff, lunchtime support staff and site support staff) to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Support staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensure that children are aware that all bullying concerns will be dealt with sensitively and effectively so that children feel safe to learn.
- Create a supportive and inclusive environment which promotes a culture of mutual respect, consideration and care for others.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies and peer support.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Seek to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.
- Celebrate success and achievements to promote and build a positive school ethos.

**13. Involvement of pupils**

We will:

- Ensure that all pupils know how to express worries and anxieties about bullying.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

**14. Liaison with families**

We will:

- Make sure that key information about bullying is available to families in a variety of formats.
  - Ensure that all families know who to contact if they are worried about bullying.
  - Ensure all families know about our complaints procedure and how to use it effectively.
  - Ensure all families know where to access independent advice about bullying.
  - Work with all families and the local community to address issues beyond the school gates that give rise to bullying.
- l. Ensure that families work with the school to role model positive behaviour for pupils, both on and offline.

## 15. Links to other Policies:

- Behaviour for Living and Learning well
- Personal, Social, Health and Emotional Policy
- Safeguarding incorporating Child Protection
- Equality Policy
- Whistleblowing Policy
- Complaints Policy
- Online Safety Policy

## Approval

This policy has been reviewed in line with the 2010 Equality Act and Public Sector Equality Act. Due regard has been given to Equality.

This policy will be adopted in **January 2019**. The date of the next formal review will be **January 2020** and every year thereafter, unless statutory legislation changes.

Policy approved by the Head Teacher of West Earlham Infant and Nursery School.