West Earlham Infant and Nursery School Anti-Bullying 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 was reviewed and approved in **June 2025**. The date of the next formal review will be **June *2027*** and every two years thereafter, unless statutory legislation changes.

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

1. Statement of Intent

At West Earlham Infant and Nursery School we regard any type of bullying as totally unacceptable. We want our children to be and feel safe from bullying and discrimination. 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/herself. We are committed to developing an anti-bullying culture whereby no bullying, including between adults or children will be tolerated.

At West Earlham Infant and Nursery School children must feel free from bullying in the following areas: cyberbullying, prejudice based including that relating to Special Educational Needs, sexual orientation, sex, race, religion and belief, gender reassignment and disability.

2. Definition

For the purpose of this policy, "bullying" is defined as persistent behaviour by an individual or group with the intention of verbally, physically, or emotionally harming another person or group. Bullying is generally characterised by:

- Repetition: Incidents are not one-offs; they are frequent and happen over a period of time.
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

Vulnerable pupils are more likely to be the targets of bullying due to the attitudes and behaviours some young people have towards those who are different from themselves. Vulnerable pupils may include, but are not limited to:

- Pupils with SEND.
- Pupils who are adopted.
- Pupils suffering from a health problem.

- Pupils with caring responsibilities.

Pupils with certain characteristics are also more likely to be targets of bullying, including, but not limited to:

- Pupils from BAME backgrounds.
- Pupils from socioeconomically disadvantaged backgrounds

3. **Types of Bullying**

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. **Roles and Responsibilities**

The Head Teacher is responsible for:

- Reviewing and amending this policy, accounting for new legislation and government guidance, and using staff experience of dealing with bullying incidents in previous years to improve procedures.
- Keeping a Bullying Report Form of all reported incidents, including which type of bullying has occurred, to allow for proper analysis of the data collected.
- Analysing the data in the bullying record at termly intervals to identify trends, so that appropriate measures to tackle them can be implemented.
- Arranging appropriate training for staff members.

Teachers are responsible for:

- Being alert to social dynamics in their class.
- Being available for pupils who wish to report bullying.
- Providing follow-up support after bullying incidents.
- Being alert to possible bullying situations, particularly exclusion from friendship groups, and informing the pupil's heads of year of such observations.
- Refraining from stereotyping when dealing with bullying.
- Understanding the composition of pupil groups, showing sensitivity to those who have been the victims of bullying.
- Reporting any instances of bullying once they have been approached by a pupil for support.

All reported cases of bullying are investigated by the Head teacher or a member of the Senior Leadership Team and recorded on a Bullying Incident Report form.

The investigation will be closed when a satisfactory outcome has been achieved for the victim and family of the bullying incidents.

5. **Aims**

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.

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.

6. **Sanctions**

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. Children will be supported to right their wrong through natural, common sense consequences.

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.

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 in Schools Guidance 2022. Ultimately exclusions may be the only option available to keep children safe.

Our school community will:

- Discuss, monitor and review our anti-bullying policy and behaviour practice on a regular basis.
- Ensure all staff (including administration staff, lunchtime support staff and site support staff) are made aware of the procedures for reporting incidents of bullying. Both our anti-bullying and behaviour policies are discussed on Induction and in meetings throughout the year.
  Both policies are on staff notice boards and included in our induction pack.
- 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.

7. **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.

8. **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.
   - Ensure that families work with the school to role model positive behaviour for pupils, both on and offline.

9. **Links to other Policies:**

   - Behaviour policy
   - Safeguarding incorporating Child Protection
   - Equality Policy
   - Whistleblowing Policy
   - Complaints Policy
   - Online Safety Policy