

Speedwell Infant School

Anti-Bullying Policy

July 2023



At Speedwell we aim to create an environment in which everyone feels safe. We want our children to learn, play and be able to talk about any worries, confident that adults will listen and offer help. This policy is closely linked to the school's Behaviour Regulation Policy and the Safeguarding and Child Protection Policy.

Every child has the right to:

- Expect people to be kind
- Feel safe and secure
- Be happy
- Have friends
- Feel accepted by all staff
- Enjoy coming to school

Definition of bullying:

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.'

Quote from Department of Education Document – Preventing and Tackling Bullying, July 2017
([Preventing and tackling bullying \(publishing.service.gov.uk\)](https://publishing.service.gov.uk))

Bullying is:

- Deliberately hurtful
- Repeated over a period of time
- Difficult for victims to defend themselves against

Bullying can be:

- Physical
- Verbal
- Indirect-spreading rumours, excluding from groups

Bullying is not:

- A one off incident
- Falling out with a friend
- An accident

As an Infant School we recognise that children are still learning how to interact with each other and to deal with conflict in an appropriate way. The statutory expectations at the end of the Early

Years Foundation Stage identify typical expectations for a child at the end of Reception and do not include reference to understanding bullying. There is no reference to the term bullying in the Statutory Framework for the EYFS, Development Matters or the EYFSP Handbook because children at the end of Reception are still learning about self-regulation, managing self and building relationships. Therefore, as a school, we recognise that when bullying has occurred the perpetrator may not fully understand their behaviours and the impact it has on others. Where any incidents of bullying occur the school will always support the victim, and will also support the perpetrator to understand that their behaviour is not acceptable, the consequences of their behaviour on others, and to develop more appropriate strategies to manage relationships and challenging situations.

Prevention - A Whole School Approach

Speedwell Infant School has the following Rights and Responsibilities for staff, children and parents / carers.

Rights and Responsibilities of staff

Rights	Responsibilities
To be supported by peers and leaders	To ask for support when needed To offer support for colleagues and leaders
To be listened to To share opinions in a professional and constructive manner	To listen to others To give opinions in a professional and constructive manner
To be treated courteously by all members of the school community	To model courteous behaviour To recognise and acknowledge positive behaviour in others To build positive relationships with children and parents / carers To separate behaviour from the child
To be fully aware of and implement the school's policies, systems and expectations	To seek and read information including the school's policies, systems and expectations To take an active part in reviewing policies
To make mistakes	To allow others to make mistakes
To receive appropriate training for increasing skills in behaviour management and behaviour regulation	To support others in developing their skills in positive behaviour management and behaviour regulation To acknowledge areas of their own practice which could be developed To try new approaches

Rights and Responsibilities of children

You can expect	We would like you
To feel safe in and around the school	To behave in a way that makes sure everyone is safe in and around the school
Not to be bullied in any way	Not to bully others and to tell a grown up if you see any bullying
To learn	To come to school regularly To be willing to learn To let others learn

To be treated with respect	To respect everyone in our school community
To be listened to	To listen to others To give opinions in a way that will help
To make mistakes	To allow others to make mistakes
That your belongings will be safe in and around school	To be careful with equipment in and around school Not to steal or mistreat the belongings of others

Rights and Responsibilities of Parents / Carers

You can expect	We would like you
To be treated with respect	To behave respectfully to all others on school site
To be listened to To share opinions	To listen to others To give opinions in a calm and constructive manner
To be kept informed about your child's progress and wellbeing	To make sure your child attends school regularly and on time To talk to your child about what she / he does at school and listen your child, especially if they have any worries To talk to the class teacher if you have any worries or concerns about your child's learning or wellbeing To attend meetings about your child's learning and wellbeing
To have access to the school's approach to promoting positive behaviour	To read information about the school's approach to promoting positive behaviour
To have concerns taken seriously	To share concerns calmly and constructively
To have concerns treated confidentially	To respect confidentiality outside school, including not posting information on social media about individuals in school

Through areas of the curriculum, children learn about and discuss ways in which they can:

- Be physically safe
- Be emotionally safe
- Develop friendships
- Be responsible for contributing to the safety and wellbeing of themselves and others in school
- Keep themselves safe online

These opportunities occur throughout the curriculum but particularly through:

- Regular reference to the school vision, golden rules and learning characteristics in class and in assemblies
- PSHE (KS1) / PSED (EYFS) lessons and learning
- Regular assemblies specific to the school vision, golden rules, learning characteristics and British values

- Computing (KS1)
- Use of stories and Persona Dolls
- Celebrating Anti-Bullying Week each year

Managing an allegation of bullying

Throughout their time in school, children are encouraged to 'tell an adult' if they are worried or unhappy about something at school, including bullying.

Children are encouraged to prevent bullying by:

- Following the first two golden rules: 'We are gentle, we don't hurt others' and 'We are kind and helpful, we don't hurt anybody's feelings'
- Helping another child if they are on their own or appear sad
- Encouraging another child to join their group or game if they appear sad
- Telling another child to 'stop' if they are being unkind
- Telling a member of staff if something unkind is happening

Where there is a concern that bullying is happening, the Headteacher will be made aware and they will investigate the situation further. This may include:

- Talking to the child who may be being bullied
- Talking to other children who may have witnessed bullying
- Talking to staff who may have witnessed bullying
- Talking to the alleged bully
- Talking to the parents / carers of the alleged victim and bully

Following the investigation the Headteacher will determine whether it is likely to have been bullying. Whether the incident has been a bullying incident or not, where there has been unkindness, appropriate action in line with the school Behaviour Regulation Policy will be put in place to address the issues. Support will also be provided for the victim to ensure they feel safe and secure in school.

A record will be kept of the incident / incidents, including any action taken. Parents / carers of both the victim and the perpetrator will be informed in all cases where bullying is suspected and the actions taken to address the situation. Actions that could be taken to minimise the risk of further bullying include:

- Removal from a group within the classroom
- Withdrawal from break or lunchtime play
- Time out in the Headteacher's office
- Removal from after school clubs
- Fixed term exclusion

The perpetrator and the victim may also benefit from one or more of the following interventions:

- ELSA support
- Nurture group support
- Behaviour Box support (perpetrator)
- Lunch club
- Early Help Officer (P4YP) support

Staff Responsibilities

The Headteacher has responsibility for any bullying incident procedures, including investigating suspected cases of bullying and keeping records of such investigations and their outcome.

All staff have responsibility to be alert to any bullying incidents and to:

- Report any suspected bullying incidents to the Headteacher
- Ensure the victim feels safe
- Ensure the victim knows that what is happening to them is not their fault
- Encourage improvements in behaviour from the perpetrator and any colluders
- Enable the victim to express feelings, explain what happened and who was involved
- Demonstrate that bullying is unacceptable and will not be tolerated by taking direct and effective action
- Implement the Anti-Bullying Policy
- Communicate with parents / carers about any concerns or worries relating to their child

Children are encouraged to do the following:

If you think you are being bullied:

- Try to stay calm
- Try to be firm, look at the bully and tell them to 'Stop, go away' with a hand firmly held in front of the body
- Move calmly away from the situation
- Tell an adult what has happened straight away – if you can, tell an adult at school – if you can't, tell someone at home so they can help you tell someone at school
- Tell an adult what happened and where it happened
- Tell an adult who was involved and who saw what happened
- Tell an adult how often this has happened
- Tell an adult what you have done about this already
- **Remember this is not your fault**
- **Don't blame yourself for what has happened**

Information for families

Parents / carers and families have an important part to play in helping schools to deal with bullying.

- Get to know this Anti-Bullying Policy and the school's Behaviour Regulation Policy.
- Discourage your child from using bullying behaviours. Show them how to resolve situations without using violence or aggression.
- Watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to notice that a problem exists. Don't dismiss it, contact the school immediately if you are concerned.

If you suspect your child is being bullied:

- Talk calmly with your child about the experience.
- Make a note of what your child says, who was involved, where, when and how often the bullying has occurred.
- Reassure your child that s/he has done the right thing in telling you.
- Explain to your child that this is not their fault; encourage them to tell the teacher immediately if any other incident occurs.
- Make an appointment to come into school to discuss the situation
- Stay in touch with school to monitor the situation.

If your child is bullying other children:

Stay calm, children sometimes bully others because:

- They don't know that it is wrong
- They are copying older brothers/sisters or other people they admire
- They haven't learned other better ways of mixing with their friends.

- Their friends encourage them to bully.
- They are going through a difficult time and acting out their aggressive feelings.

To help stop your child from bullying others:

- Talk with your child and explain that their behaviour is unacceptable and makes other children unhappy.
- Discourage other members of the family from bullying behaviours or using force and aggression to get what they want so your child does not see these behaviours as normal.
- Show your child how to play with other children cooperatively, without bullying.
- Make an appointment to see the class teacher. Explain the difficulties your child is having and discuss how you can work together to solve the problem.
- Check regularly with your child how things are going at school and with friends.
- Give your child lots of praise and encouragement when s/he is co-operative and kind to others.

Monitoring and evaluation:

The Headteacher and the Chair of the School Governing Body will monitor the number, type and results of any bullying incidents. They will also monitor the implementation of this policy and ensure it is reviewed in a timely manner and in line with any updated DfE guidance.