



Caring, Achieving, Making a Difference Together

# **Templemoor Infant and Nursery School Anti-Bullying Policy**

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\* This policy will be reviewed at least annually unless an incident or new legislation or guidance suggests the need for an interim review.



## TEMPLEMOOR INFANT AND NURSERY SCHOOL

### Anti-Bullying Policy

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#### **Introduction**

At Templemoor Infant and Nursery School, we are aware that pupils may be bullied both in school and at home, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils and staff.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At Templemoor Infant and Nursery School, we are committed to safeguarding and promoting the welfare of pupils and expect all staff and volunteers to share this commitment.

We are determined to promote and develop a school ethos where bullying behaviour is regarded as unacceptable in order to ensure a safe and secure environment is sustained for all pupils.

We aim for all pupils to achieve their potential academically, socially and personally through learning and playing in a safe and secure environment.

This policy is closely linked with our Rights Respecting Behaviour Policy, our Child Protection and Safeguarding Policy and the school's rights respecting ethos and core values.

At Templemoor Infant and Nursery School bullying incidents are rare. This is not due to complacency or a belief that this 'cannot happen here'. Our school is very rigorous and aware in its approach and the fact that bullying can happen anywhere. The school is proactive in teaching the children about anti-bullying, and any instances of bullying are followed up rigorously.

## **Rights Respecting Ethos**

The children, staff and governors are proud that Templemoor Infant and Nursery School is a UNICEF Silver Rights Respecting School, based on the Convention for the Rights of the Child. This policy has been written following consultations with staff, pupils and parents and reflects the values and principles that we consider to be important for our school which aims to encourage children to learn, work and play together to maintain our rights respecting ethos. Being a Rights Respecting School underpins this whole school anti-bullying policy and we believe that this will promote positive behaviour and develop successful, responsible citizens for the future.

This anti-bullying policy links directly to the following articles from the United Nations Conventions on the Rights of the Child:

**Article 19** I have the right to be protected from harm.

**Article 24** I have the right to a safe environment.

**Article 28** I have the right to learn.

**Article 29** I have the right to be respected.

In order to create an environment where bullying is not acceptable, we educate our children and staff about the rights of children and appropriate ways of behaving. This includes the creation and review of a whole school charter, as well as individual class charters written and agreed by the children, based on the UN convention on the rights of the child.

## **Our Core Values**

The following core values underpin all the work of the school and link heavily to our Rights Respecting ethos:

Caring: We **care** for and **respect** each other.

Achieving: We love to **learn** and **achieve**.

Making a difference: We make a **difference** in our world.

Together: We have fun **working together**.

## **Definition of Bullying**

It is important that children, school and parents have a shared understanding of the definition of bullying. The 'Anti-bullying alliance' defines bullying as:

**'The repetitive, intentional hurting of one person or group by another person or group where the relationship involves an imbalance of power. It can happen face to face or online.'** (2022)

Our children in Year 1 and Year 2 have defined bullying as:

'Bullying is doing an unkind thing to someone over and over again'.

'Bullying means being mean to the same person every day. A bully might say unkind things, hurt someone's feelings, or push and kick. They will do something to you that makes you feel very sad inside'.

'If you are being bullied it's best to let your feelings out and tell a grown up. This could be your teacher. They will tell the bully off, tell them not to bully again and will definitely make things better'.

### **What does bullying look like?**

Bullying behaviour can be:

**Physical** – pushing, poking, kicking, hitting, biting, pinching etc.

**Verbal** - name calling, sarcasm, spreading rumours, threats, teasing, belittling.

**Emotional** – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.

**Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse

**Online /cyber** – posting on social media, sharing photos, sending nasty text messages, social exclusion

**Indirect** - Can include the exploitation of individuals.

Although bullying can occur between individuals, it can often take place in the presence of others who become the 'bystanders' or 'accessories'.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

Occasionally a one-off incident may occur. This one-off incident would be taken as seriously as repetitive incidents particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required. Templemoor Infant and Nursery School would take very seriously, following our Rights Respecting Behaviour Policy as appropriate.

### **Why are children bullied?**

Specific types of bullying include:

- bullying related to race, religion, gender, culture or language
- bullying related to special educational needs or disabilities

- bullying related to appearance or health
- bullying relating to sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying
- Sometimes, there isn't even a reason.

There is no hierarchy of bullying - all forms should be taken equally seriously and dealt with appropriately.

Certain groups of pupils are known to be particularly vulnerable to bullying by others: these may include pupils with special educational needs such as learning or physical disabilities; Looked After children, those from ethnic and racial minority groups and those young people who may be perceived as lesbian, gay, bisexual, transgender or questioning their gender role.

## **Roles and Responsibilities**

### **The role of Governors**

The Governing Body will support the Headteacher in all attempts to eliminate bullying from the school. The Governing Body takes very seriously any incidents of bullying that do occur and ensures that they are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the schools anti-bullying strategies.

The Governing Body, Headteacher and Staff will ensure that this policy is implemented equally in all cases, without regard to ethnic origin, cultural differences, gender, disability, or sexual orientation. They will ensure that children are listened to and that their concerns are appropriately addressed.

The nominated Governor with the responsibility for Anti-Bullying is Mrs Judith Davenport.

### **The role of the Headteacher**

It is the responsibility of the Headteacher to:

- Implement the school anti-bullying policy
- Ensure that all staff (both teaching and non-teaching) are aware of the school policy
- know how to deal with incidents of bullying
- report to the Governing Body about the effectiveness of the anti-bullying policy
- ensure that children know that bullying is wrong, and that it is unacceptable behaviour in the school
- ensure that all staff understand what procedures to follow when an accusation of bullying arises
- where these initial strategies have proved ineffective, contact external support agencies such as behaviour support or educational psychology services

## **The role of the teacher and support staff**

Teachers and support staff take all forms of bullying seriously and intervene to prevent bullying incidents from taking place.

All incidents of bullying that occur and are reported are recorded on CPOMS as are the actions taken.

Teachers, who become aware of any bullying taking place, deal with the issue immediately by:

- talking to the child who has bullied: with explanation of why the actions of the child were wrong
- endeavour to help the child change their behaviour in future
- inform the Headteacher and child's parents if the behaviour is repeated

All Staff share responsibility for ensuring that the policy and procedures are followed, and consistently and fairly applied. Mutual support amongst all staff is essential for creating a high quality and safe learning environment promoting good behaviour and implementing the agreed policy and procedures consistently.

## **The role of parents/ carers**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying:

- should contact their child's class teacher immediately in order that difficulties in relationships in school can be sorted out in school rather than parents intervening themselves. The Headteacher will attend this meeting.
- actions should be agreed at this meeting and parents will be given feedback as to the outcome
- should also make further contact if the difficulty does not appear to have been addressed or the behaviour is being repeated

Parents have a responsibility to support the school's Anti-Bullying Policy.

Parents and Carers will be encouraged to work in partnership with the school in order that high standards of behaviour are maintained both in and out of school, and that pupils respect both similarities and differences between themselves and other members of the school and the wider community. All pupils have a collective responsibility to ensure that they are considerate towards one another and respectful of each other's differences.

## **Reporting and Responding to Bullying**

Our school has clear systems to report bullying for the whole school community (including staff, parents/carers and children) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

## **Procedures**

### **All reported incidents of bullying will be taken seriously and will be investigated:**

- All instances of bullying will be reported to the Headteacher who will meet with the parent/carer, member of staff and/or child who made report.
- The Head will discuss with the above who, when, where, how often, specific circumstances etc.
- Incidents will be recorded on CPOMS.
- The situation will be monitored.
- Staff will be informed of the situation in order to monitor indoor and outdoor sessions (e.g. midday's at lunchtime)

The Headteacher will:

- Speak to the victim.
- Speak to the child/ children who has bullied. Strongly remind the child/ children of school expectations and that bullying is not acceptable.
- All parents will be consulted.
- Efforts will be made to ascertain underlying causes.
- Work will be undertaken to support both victim and the child/ children who has bullied.
- Additional supports may be appropriate such as circle of friends /playground leaders, Early Help.

## **Recording Bullying**

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be recorded using the CPOMS system. The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This information will be presented to the governors in an anonymous format as part of the termly Safeguarding report. The policy will be reviewed and updated annually.

## **Strategies for Preventing Bullying**

As part of our on-going commitment to the safety and welfare of our pupils we have developed the following strategies to promote positive behaviour and discourage bullying behaviour:

- We have three simple school rules – Ready, Respectful, Safe. These have matching Learning Power characters to reinforce positive behaviours.
- We are a Silver Rights Respecting School.
- Teaching of a carefully planned PSHE and RSE behaviour curriculum including circle times.
- Regular assemblies
- Playground leaders
- Anti-Bullying week annually in November.
- Odd Socks Day
- Weekly Assemblies on British Values and Templemoor values
- Specific curriculum input on areas of concern such as Cyberbullying and online safety
- Mental health days

- Zones of regulation

### **Our Rights Respecting Behaviour Policy**

Our Rights Respecting Behaviour Policy reinforces three simple whole school rules – Ready, Respectful, Safe. The Policy includes rewards and stepped sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness.

This policy will be promoted and implemented throughout the school.

This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding such as our Rights Respecting Behaviour Policy. All our policies are available on the school website or hard copies are available upon request.



## **APPENDIX A**

### **All STAFF**

Advice on when reacting to a specific incident

Before recording an incident it may be useful for staff to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure that the child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in the child's behaviour?

Although incidents may not be bullying, they should always be followed up thoroughly in school and dealt with appropriately with timeliness and sensitivity. All incidents of bullying (as defined in our policy) will be recorded on CPOMS. The class teacher or a member of SLT will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation. Parents/carers of all children involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented. The Senior Leadership team will need to be notified of all bullying and other major incidents immediately.

## **APPENDIX B**

Useful resources:

Links to the Anti-Bullying Alliance can be found [here](#).

Links to Family Lives can be found [here](#).

'Bullying – A Guide for Parents' can be found via the following [link](#).

Advice from the NSPCC can be found [here](#).