



**ANTON INFANT SCHOOL**

**ANDOVER**

## **ANTI-BULLYING POLICY**

**THIS POLICY WAS PREPARED BY L SKEATES**

**AGREED BY STAFF IN OCTOBER 2023**

**APPROVED BY GOVERNORS IN NOVEMBER 2023**

**DATE FOR REVIEW: AUTUMN 2025**

Signed: \_\_\_\_\_ (Headteacher)

Signed: \_\_\_\_\_(Chair of Governors)

Date: \_\_\_\_\_

At Anton Infant School we strive towards being a safe school where children and adults feel free to share information and talk openly. We are committed to safeguarding and promoting the welfare of pupils and expect all staff and volunteers to share this commitment. We believe that every pupil has a right to receive their education in a safe and caring environment, free from intimidation and fear.

Staff will work positively with children to ensure bullying behaviour is regarded by all as unacceptable and we shall encourage pupils, families, governors and any other adults to promote positive behaviour role models and contribute to the anti-bullying culture of the school. This policy should be read, and acted upon, alongside the school's Behaviour Policy, Safeguarding Policy and Code of Conduct.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. We know that all behaviour is a communicating an unmet need so will work with the pupil who is showing bullying behaviour to support them and help them to make positive behaviour choices. We will also provide appropriate support for the child who has been bullied.

### **What Is Bullying?**

Bullying as a series of actions which are ongoing, deliberate and involve an unequal balance of power. Bullying has the intention of hurting another person, physically or emotionally and results in distress to the victim. There is a fine line dividing 'teasing' from 'bullying' and we will work together to ensure that all members of our school community are aware of the point at which teasing becomes bullying.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - This refers to a range of hurtful behaviour, both physical and psychological that make a person feel unwelcome, marginalised, excluded, powerless or worthless because of colour, ethnicity, culture, faith, national origin or status.
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, including unpleasant references to family members
- Cyber - all areas of internet, such as email & internet chat room misuse mobile threats by text messaging & calls misuse of associated technology, i.e. camera & video facilities. Cyber bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

The Headteacher and governors must consider and deal with all aspects of bullying:

- Pupil to pupil
- Staff to pupil
- Staff to staff
- Pupil to staff

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, wanting to go home or clinging to adults. They may also become uncharacteristically aggressive. There may be evidence of changes in attitude towards

school, lacking concentration or increased absence from school. Staff will be vigilant to any changes and report to SLT.

If there is concern regarding any staff member then the school Whistleblowing policy should be adhered to.

### **Procedure for dealing with incidents of bullying**

Anton Infant School seeks to provide an environment which promotes in children a sense of self-discipline and an acceptance of responsibility for their own actions. We encourage respect for one another and work to develop understanding and skills which will enable children to work and play in co-operation with each other.

Whilst some of the work we do will involve only those connected with bullying incidents, we are committed to encouraging all pupils to take responsibility for the prevention of such incidents, including being a bystander. All pupils should know that when they approach staff for help, it will be given (although not necessarily by that member of staff) In order to encourage children to report incidents the following measures will be taken;

We would normally find out about incidents of bullying in one of the following ways:

- A child reporting incidents to staff
- A family member reporting incidents to staff
- Members of staff observing incidents in and around school

Any reports of bullying should initially be brought to the attention of the class teacher who is responsible for keeping confidential written records on CPOMS. The Headteacher/Deputy Headteacher will also be informed at this time. Any reported incidents will always be investigated by speaking with the alleged perpetrator, the alleged victim and any bystanders or witnesses. Written records of these conversations will also be made (held on CPOMS) and appropriate actions put into place. The nature of these will differ according to the needs and situation of the child/children involved. They will be applied fairly, consistently, and reasonably take account of any special educational needs or disabilities that the pupils may have and take into account the needs of vulnerable pupils. It is also important to consider the motivations behind bullying behaviour and whether it reveals any concerns for the safety of the perpetrator. Where this is the case the child engaging in bullying may need support themselves. Advice and support from specialist agencies such as the Primary Behaviour Service may also be sought, working with staff, pupils and families in addressing the causes, motivations and impact of the behaviour.

Families will be communicated with and be invited into school to discuss the issues face to face. The aim of these meetings is always to minimise the likelihood of further bullying regardless of whether one is talking about the child who is being bullied or the child who has been bullying. It is also the aim to keep families informed of measures put in place in school for their child.

This procedure is designed to be as supportive as possible, seeking to help both the victim and perpetrator at all stages to help develop appropriate behaviour.

### **Ongoing Strategies Used to Prevent Bullying**

We will use a range of methods for helping children to prevent bullying. These include:

- Regularly reminding children of the school rules, Ready, Respectful, Safe
- Actively participate in National Anti-Bullying week held in November each year
- Assembly focuses throughout the year on friendships and working together
- Reading stories about bullying or having them read to a class
- Having discussions about what bullying is and why it matters
- Circle time activities and curriculum work in PSHE lessons
- Fostering an open climate where children feel free to tell problems
- The provision of high levels of supervision during playtimes and lunchtimes to minimise inappropriate behaviour
- The provision by our ELSA to raise self-esteem through working closely with individuals
- Discussions in School Council meetings
- Use of the Thrive approach by all across the school
- Active participation in the NSPCC speak out stay safe campaign

#### Monitoring

- Every time a bullying incident occurs this procedure will be followed
- Any trends identified will be investigated by SLT and acted upon accordingly.