



Littleton C of E Infant School Anti-Bullying Policy

Review Date: Annually
Next review date" September 2019

Employer's Duties

- Employers are responsible under the Health and Safety at Work, etc Act 1974 for the health and safety of non-employees, such as pupils, who are at the workplace. They are required to do all that is reasonably practicable to protect their health and safety.
- Employers also have a common law duty of care to pupils in school. They are required to take reasonable care.
- The statutory and common law duties are discharged if reasonable precautions are taken to prevent bullying in schools and there are procedures in place to record any incidents that do take place and procedures to take appropriate action to stop further incidents.
- Employers should give employees who are responsible for implementing a school's anti-bullying procedures whatever information and training is necessary.

Employee's Duties

- Employees must take care for the reasonable care for the health and safety of others at work.
- Employees must co-operate with the employer in health and safety matters.

What is bullying?

Bullying is deliberately hurtful behaviour repeated over a period of time. Ofsted defines bullying as aggressive or insulting behaviour by an individual or group, often repeated over a period of time that intentionally hurts or harms. It is difficult for victims to defend themselves against it.

Bullying can include:

- Name calling
- Malicious gossip
- Malicious use of cyber activities
- Teasing
- Intimidation
- Ostracising
- Theft
- Damaging someone's property

- Violence and assault
- Jostling, pinching and kicking
- Extortion

Symptoms of bullying

Early signs that a child is being bullied could be:

- The child becoming withdrawn
- A deterioration in the child's work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness or anxiety
- The child wanting to remain with adults

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Victims can become depressed and this can continue into their adult lives. They can want to self-harm and/or take their own lives.

Behaviour Policy

Outlines:

- What is acceptable behaviour
- The range of disciplinary sanctions
- A system of rewards for good behaviour

Curricular approaches to bullying

In dealing with bullying we aim to:

- Raise awareness about bullying and the school's anti-bullying policy
- Increase understanding for victims
- Teach pupils about their relationships with others through the curriculum

Strategies to combat bullying

We aim to include the following in our teaching:

- Befriending
- Circle of friends
- Support groups
- Mediation by adults
- Mediation by peers
- Assertiveness training groups

Befriending

Befriending involves assigning selected pupil volunteers to be with and befriend pupils who are being bullied or having difficulties because they are new to the school or upset by an event outside school, e.g. a family bereavement. The objective is to give the befriended pupil someone to talk to and to help them feel more positive about themselves.

Circle of Friends

A small number of pupils volunteer to form a circle of friends for a vulnerable pupil to help improve the pupil's level of inclusion and acceptance and to increase insight into his or her feelings and behaviour.

Support groups

The support group for a bullied pupil includes those involved in the bullying. The aim is to get the bully to identify with the victim and then to help resolve the problem.

Mediation by adults/ELSA

Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school. We can provide emotional support through an ELSA program if required.

Restorative approaches

At Littleton we take a restorative approach to bullying and we aim to promote a positive school experience where the focus is on learning not conflict. By adopting a restorative approach we encourage each child to take ownership of their behaviour and the impact it may have had on other children. It compliments two of our core values of our school care for ourselves and care for each other. Through these we aim to develop self-respect and respect all members of our school community.

Children who have been involved in bullying behaviour may be asked the following questions to establish how this could be put right and find a way forward.

They will be asked:

- What happened?
- What were you thinking when it happened?
- What do you think now?
- Who has been upset and how?
- What needs to happen to put this right?
- What could you do differently next time?
- What would you think if this happened to you?
- What other choice could you have made?

Assertiveness training groups

At Littleton we reinforce that pupils should firmly use the phrase 'Stop! I don't like it' if something is happening that makes them feel uncomfortable. This is an embedded part of our culture.

From time to time we will involve the Behaviour Support Team with Assertiveness Training groups. This can cover:

- Making assertive statements

- Resisting manipulation and threats
- Dealing with name calling
- Staying calm in difficult situations
- Escaping safely from physical restraint
- Getting help from onlookers
- Boosting self esteem

Formal Action

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's behaviour policy.

Outlined in the Behaviour Policy, it includes:

- Removal from the group
- Withdrawal of break or lunchtime privileges
- Parental Involvement
- Internal exclusion
- Parents/other agencies will be required to attend school to support the school's responses.

In the case of persistent and violent bullying we will normally permanently exclude a pupil.

Dealing with bullying incidents

In dealing with bullying incidents, we will observe the following key points:

- We will not ignore bullying.
- Staff should not make premature assumptions.
- All accounts of the incidents should be listened to fairly.
- We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves.
- We will follow up to check bullying has not resumed.
- All incidents will be recorded

Records

The school will keep records of all incidents and the school's response. This will initially be when a child is put on 'report card' and the Head teacher must be informed to log in her file.

Advice to bullied pupils

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSHE ethos and our core Christian values.

During a bullying incident, pupils will be advised to

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away

After they have been bullied, pupils should:

- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them
- How often it has happened
- Who was involved
- Where it happened
- Who saw that happened
- What they have done about it already

The role of parents

Bullying is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

When, after discussion, we confirm a child has been bullying we will contact the parents to discuss the issues. We will ask parents to:

- Talk to the child and explain that bullying is wrong and makes others unhappy
- Show the child how to join in with others without bullying
- Make an appointment to see the child's teacher as soon as possible, and explain the problem and discuss how the school and the parents together can stop the bullying
- Talk to the child regularly about how things are going at school
- Give the child lots of praise and encouragement when they are being kind and considerate to others.

We will also contact the parents of the child being bullied, with explanations of the situation and what we are doing to resolve it.

From this sanctions and outline plans will be agreed. We will follow up the bullying child's behaviour and further bullying will result in exclusion.

We will ask parents to contact the school if they suspect their child is being bullied.

Parents of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do

- Make a note of what the child says
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher as soon as possible

Parents can contact Parentline Plus (0800 800222) for further advice on helping their child to deal with bullying. Parentline Plus offers a 24-hour confidential and free line for parents, staffed by trained volunteers. There is extensive information on 'Parentline Plus' website, where the leaflet on helping parents worried about bullying – be someone to tell – can be down loaded.

Appendix 1

THE EQUALITY ACT 2010

Under the Equality Act 2010, new duties on schools and other public bodies came into force in April 2011. The Act strengthens and simplifies existing equality legislation. The act brings together existing duties not to discriminate on grounds of race, disability and gender which schools are already bound to comply with, and it extends these to include duties not to discriminate on the grounds of age, sexual orientation, religion or belief, and gender reassignment. It places a requirement on governing bodies and proprietors of schools to eliminate discrimination and promote equal opportunities, some of which they will already be doing. It will apply to school policies for tackling prejudice based bullying.

SAFEGUARDING CHILDREN AND YOUNG PEOPLE

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

CRIMINAL LAW

Although bully in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the Protection From Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. If school staff feel that an offence may have been committed they should seek assistance from the police. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender.

BULLYING OUTSIDE SCHOOL PREMISES

Head teachers have specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.