



Cheam Park Farm Infants School



Anti-Bullying Policy

This policy should be read in conjunction with all school policies especially Code of Conduct, Disability Equality Scheme and Equal Opportunities.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our staff and pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with and followed up promptly and effectively.

What is Bullying?

Bullying is the use of aggression with the intent of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexual abuse/comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing

Signs and Symptoms

A child may indicate by signs or behaviour that he/she is being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- is unwilling to come to school
- becomes withdrawn and anxious, or lacking in confidence
- cries themselves to sleep or has nightmares
- feels ill in the morning
- begins to do poorly at school
- comes home with clothes torn
- has possessions go missing
- unexplained cuts and bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered and should be investigated.

Procedures

All staff are aware of noting signs of inappropriate behaviour (by children and adults), both in school and in the playground and are aware that anyone with a disability could be more vulnerable to bullying.

The following procedures are followed:

- Any member of staff may note inappropriate behaviour and report the incident to the class teacher immediately. The Headteacher will be made aware of any bullying concerns and speak to parents and staff and take appropriate action
- The bullying behaviour or threats of bullying are investigated and the bullying stopped quickly
- Observations are made (by all staff) of children during activities where the problem occurs
- Other children's view of events are taken into account, making sure of all the facts
- Where incidents are repeated, parents will be informed and will be asked to come to school to discuss the problem
- Pupils are encouraged to 'tell' and given strategies to deal with incidents of bullying ("stop, I don't like that")
- Bullies are helped to change their behaviour

Outcomes

- The bully (bullies) will have to explain their behaviour and to consider how they should have behaved and how they will behave in the future
- The bully (bullies) will be asked to apologise
- If possible the pupils will be reconciled
- After the incident/s have been investigated and dealt with, each case will be monitored to ensure the bullying is not repeated
- In accordance with our Behaviour Code of Conduct policy, the bully will lose part or all of his/her Golden Time and if the behaviour persists, parents will be asked to attend a meeting to discuss the problem
- In the most serious of cases, if all else has failed, exclusion from school will be considered
- If the bully is an adult or the person being bullied is an adult guidance provided by HR will be adhered to

Prevention

- All children are made very clear about the Golden Rules
- Discussion through weekly class circle time and assemblies
- Reading stories or poems or drawing pictures about bullying to encourage discussion about bullying and why it matters
- Role play
- School council which gives all children a voice
- A whole school ethos that encourages self respect and respect for others
- All staff made aware of a problem to ensure consistency of approach

Monitoring and Review

This policy is monitored by the Governing Body and will be reviewed in three years, or earlier, if necessary.

Adopted by staff and governors

Committee.....

Signed.....

Date.....