



ANTI-BULLYING POLICY

Rationale

At Barnes Infant Academy, we believe that pupils have the right to be able to work in a calm, supportive, caring, safe environment, without fear of being bullied. We expect the children to behave in a considerate and courteous manner. Incidents of inappropriate or unacceptable behaviour will be dealt with in line with Academy procedures.

Bullying at school can have a profound effect on children's lives and can have a lasting effect on them into adulthood. It can undermine their self-esteem and self-confidence and often result in them becoming bullies themselves. The policy on Anti-Bullying has been drawn up within the Academy's ethos of promoting positive behaviour.

Aims:

- To create within our Academy community, an atmosphere/ethos of trust, which values, respects and protects the rights of each of its members to be within a safe and secure environment.
- To develop within the ethos and curriculum of our Academy attitudes, skills and activities which will prevent all aspects of bullying.
- To foster trust among members of the Academy community so that bullying incidents can be reported, discussed and dealt with appropriately.
- To build a community where each individual in the Academy community has an important and valued role to play, and where all staff, pupils and parents view bullying seriously.
- To encourage a listening, telling and believing environment where the concerns of the individual are taken seriously and dealt with appropriately
- To encourage and foster active parental support in achieving those aims.
- To follow the guidance laid down in the 'Anti-bullying and Anti-Racist Procedures' policy.

and to help children to –

- Be able to work co-operatively
- Be able to appreciate their own strengths and weaknesses

- Recognise the worth, and value the contributions of others
- Be able to accept criticism
- Be able to accept and adapt to change
- Be able to react in a non-aggressive manner in situations of conflict
- Be able to express their emotions appropriately and effectively
- Be able to listen to and empathise with others
- Be able to negotiate in group situations
- Act with care and responsibility regarding their property and that of others
- Develop into caring and supportive adults
- Be able to move forward through life with confidence in their own abilities

What is Bullying?

Bullying is repeated behaviour that uses words or actions to hurt, frighten or cause unhappiness to another.

This behaviour may include:

- Name calling
- Hitting, kicking, punching
- Damaging or stealing property
- 'Ganging up' on people
- Teasing about personal or physical differences
- Teasing about family/domestic/cultural situations
- Threatening
- Shouting, swearing, verbal abuse
- Extortion
- Malicious gossip
- Forcing someone to do something they do not wish to do
- Isolating someone

What can we do about it and how can we achieve our aims?

The aims of the Academy include the development of self esteem, self respect, self control, caring and respect for others. We also discuss many of these values in other curricular areas like Health, Citizenship and Religious and Moral Education. We study bullying within our Health Programme and Personal and Social Development programme. It is also discussed termly within each class and features in our whole Academy assemblies.

As part of our strategy for promoting positive behaviour, we look at attitudes, skills and activities that will prevent bullying:

- We value and listen to children's contributions
- We have a Academy council to promote the views of the children

- We help the children learn and practise the skills required to build good relationships with other children and adults within the Academy and the wider community
- We also:
- Make class rules and decide on consequences for breaking them (as a class)
- Use positive praise to promote self esteem
- Give rewards such as stickers and stars
- Use smiley face/behaviour books
- Involve parents in the classroom when possible
- Use a Home/Academy Partnership Agreement

Raising Pupil Awareness:

- Activities through which this can developed:
- playing games
- role play/simulations
- stories, poems, media
- poster campaigns
- play situations
- writing
- behaviour problem solving scenarios
- Circle Time
- Academy Council meetings
- participating in drawing up agreed whole Academy rules
- whole Academy assemblies
- 'buddying' and 'monitoring' systems
- Citizenship activities
- peer mediation

The children share experiences, think of other peoples' feelings, share opinions, explore difficult feelings, put themselves in other peoples shoes, develop self respect, assertiveness, co-operation and independence/interdependence.

Where does bullying occur?

Bullying can occur on the way to and from Academy, during the Academy day or in the playground.

Advice for pupils

What is bullying?

Bullying is:

- following someone around all the time
- name calling

- hitting, kicking, punching
- telling someone they are useless at something.
- taking things without asking
- 'ganging up' on people
- saying you'll do something to someone if they don't do what you want
- ignoring people or deliberately turning away from someone
- trying to take peoples' things away from them, e.g. toys, money, sweets
- saying hurtful things about how someone looks, dresses or speaks
- saying hurtful things about someone's family
- making up/or spreading stories about someone
- picking on someone because they have different interests or beliefs from you.

Bullying is when someone does any of these things to another person more than once.

Practical Advice for Parents includes:

- 1) Encourage your child to talk about what has been going on in school, and talk through any minor incidents calmly to ascertain what has happened.
- 2) Inform the Academy immediately if you feel there may be a bullying problem.
- 3) Encourage your child to tell a teacher or the playground supervisors if they or any of their friends are experiencing difficulty in or out of school.
- 4) Watch out for signs of stress in your child which may or may not arise from situations connected to school. These signs may include headaches, sore stomachs, reluctance to come to school, which can be indications that all is not well at home or school.
- 5) Investigate if toys/ money starts to go missing.
- 6) 6) Take an active interest in friendships and out -of-school activities.
- 7) Supervise situations where bullying may occur, e.g. walking to and from school.
- 8) Avoid unsupervised exposure to violence on television / videos / computer games. Spend some time discussing the different forms of violence - reality versus fantasy.

Raising Teacher Awareness:

Signs which may indicate bullying:

The child may:

- Be unwilling to come to school
- Begin to do poorly in school work
- Become withdrawn
- Start acting out of character, by for example hitting other children
- Develop stomach aches or headaches
- Want to stay in at break-times

Advice for Supervisory and Auxiliary Staff:

- Be aware of isolated children, and try to involve them in a sympathetic group.
- Keep a watchful eye on 'rough and tumble', to ensure that **everyone** is enjoying it!
- Check all parts of the area supervised regularly
- Never ignore aggressive or bullying behaviour
- When dealing with an act of aggression or bullying it is better to remove the victim from the scene as soon as possible.
- Incidents causing concern **must** be reported to a member of the teaching staff. Persistent bullying **must** be reported to the Head Teacher.
- Try to help children talk through minor incidents - listen to both sides **calmly**.

How Do We Deal With Bullying?

All staff are expected to challenge bullying behaviour and help build an anti-bullying ethos in the Academy. A caring environment, consistent, fair expectations and standards as well as positive behaviour strategies can all help eliminate bullying. However complaints about bullying must be taken seriously. All the facts surrounding the incident must be established. The child needs to be listened to and feel able to believe that action will be taken by the Academy. All incidents, once known about, are investigated, recorded, discussed and hopefully resolved, and the children involved supported. We try wherever possible to work in partnership with parents/carers to resolve incidents.

We **investigate** the incident to find out what has happened, we listen to the victim, the bully, and any witnesses and **record** the incident, and **action taken**, within the Academy, making links to promoting positive behaviour

We **deal** with the incident if the investigation shows a need for disciplinary action to be taken. We **support** the victim and work with all concerned to **resolve** the incident.

If a child becomes a persistent bully, we may seek support/advice from outside agencies. e.g. Educational Psychologist.

Monitoring and Review

We monitor and review our policy at regular intervals. The Academy will also monitor the incidents to see any patterns of bullying. We will periodically issue questionnaires on behaviour to pupils and parents to receive feedback on our procedures.