

Thomas A' Becket Infant School



Anti-Bullying Policy

Introduction

At the School, we acknowledge that bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn-in through peer pressure.

Bullying should not be seen as an inevitable part of School life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society; no one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when issues of bullying are addressed will a child be able to benefit from the opportunities available at the School.

Why Is An Anti-Bullying Policy Necessary?

We believe that our pupils have the right to learn in a supportive, caring and safe environment, without the fear of being bullied.

All institutions, both large and small, contain some pupils with the potential for bullying behaviour. If a school is well-disciplined and organised, it can minimise the occurrence of bullying. The School also has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour; it is WRONG and will not be tolerated.

It is important, therefore, that the School has a clear written policy to promote this belief, where both pupils and parents/carers are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

During RSHE lessons, our Year 2 children were involved in writing our Anti-Bullying charter using child-speak language and visual images (see appendix.) This is reviewed and edited if necessary each year, as part of our teaching about Respectful Relationships and Online Safety following the RSHE statutory guidance. The charter is then shared with other year groups by our TASCforce team during an assembly to ensure that all our children and staff have the same messages about bullying at our School. These simple strategies, devised by the children, are encouraged by staff when needed.

Prevent

As part of the Prevent 'anti radicalisation' agenda, we acknowledge that children who feel 'left out,' marginalised, or that they don't belong are more likely to be vulnerable to becoming part of a radical group later on.

This policy supports the Prevent agenda by ensuring children feel safe at School, know what to do if they are worried or upset, and are supported by all adults to address issues raised.

What Is Bullying?

The Department for Education identifies bullying as "*behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet)*".

Preventing and tackling bullying (Advice for headteachers, staff and governing bodies October 2014).

Bullying can occur through several types of anti-social behaviour and is systematic, persistent, and generally premeditated. It can be:

- a) PHYSICAL - A child can be physically punched, kicked, hit, spat at, etc;
- b) VERBAL - Verbal abuse can take the form of name-calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc;
- c) EXCLUSION - A child can be bullied simply by being excluded from discussions activities with those they believe to be their friends; and/or
- d) DAMAGE TO PROPERTY OR THEFT - Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

What Should Pupils Do If They Are Being Bullied?

Remember that silence is the bully's greatest weapon! You do not deserve to be bullied, and that it is WRONG! Be proud of who you are. It is good to be individual.

- Always tell someone if you feel upset or scared by what another person has said or done. Bullying happens when situations like this are allowed to go on over time. Nip it in the bud and speak out straight away.
- Be assertive – shout "NO!" Walk confidently away. Go straight to a teacher or member of staff. It is best to tell an adult you trust straight away. You will get immediate help.
- Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. The adult you have told and your class teacher will help you with this. There is safety in numbers.
- Do Not Fight Back. This can make things worse. We do not condone aggressive behaviour in School.

Teachers will always take you seriously and will deal with bullies in a way which will end the bullying.

If You Know Someone Who Is Being Bullied

- a) TAKE ACTION! Watching and doing nothing allows the bullying to continue. It can make the victim feel more unhappy and isolated.
- b) If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully. You will not be in trouble yourself.
- c) Do not be, or pretend to be, friends with a bully.

As A Parent

- Be aware of any unusual changes in behaviour in your child. For example, they may start not wishing to attend School, feel ill regularly, have trouble sleeping or not be completing work to their normal standard.
- Take an active interest in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent, etc.
- If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow. This should initially be your child's class teacher.
- It is important that you advise your child not to fight back. This often makes the situation more difficult to sort out!
- Tell your own child that there is nothing wrong with them. It is not their fault that they are being bullied.
- Make sure your child understands that the School will take your concerns seriously and will take action.
- Remember that young children are learning to manage social situations and need our help and support to do this independently and successfully.

As A School

- We organise the community in order to minimise bullying.
- We use all opportunities to discuss aspects of bullying, and appropriate ways to build a positive and successful School community
- We deal quickly, firmly and fairly with any complaints regarding potential bullying.
- We regularly review the School policy and its success.
- We maintain a firm but fair discipline structure with School rules that are clear and easy to understand.
- We encourage all pupils to learn and follow our School values.
- We encourage the whole of the School community to treat everyone with respect and understanding.
- We take every allegation of bullying seriously and take every possible action to eradicate it from the School.

Action To Be Taken When Bullying Is Suspected

If bullying is suspected, we will talk to the suspected victim, bully, and any witnesses. If a degree of bullying is identified we will provide help, support, and counselling, as appropriate, to both the victims and the bullies.

We support the victim by:

- offering them an immediate opportunity to talk about the experience with their class teacher, Learning Mentor and/or the Headteacher if they choose;
- informing their parents/carers;
- offering continuing support; and
- taking one or more of the disciplinary steps described below to prevent further incidents occurring.

We also discipline, yet try to help the bullies, by:

- talking about what happened to discover why they became involved;

- informing and working with the child’s parents/carers; and
- continuing to work with the child in order to modify their behaviour as described below

Disciplinary Steps

1. The pupil will be told they must change their behaviour, with appropriate sanctions imposed.
2. The parents/carers will be informed and involved with on-going behaviour modification
3. Advice will be sought from Behaviour Specialists (where appropriate).
4. A fixed period of exclusion may be given to the pupil (where deemed thresholds have been met for this to be appropriate)
5. In extreme cases and where the behaviour does not improve, a permanent exclusion may be issued.

This policy should be read in conjunction with the Behaviour, inclusion, SEND, Single Equalities policies and the Prevent Risk Assessment.

Review


This Policy will be reviewed and confirmed by the Policies Governor Last reviewed June 2024 next review June 2025

Approved by:	Signed by:	Date:
Policies Governor	Lucy Doherty	7 June 2024

Review Date Summer 2025 or as guidance change
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Thomas A'Becket Infant School


Anti-Bullying Charter



Written by Our Year 2 Children-2022

Reviewed by Our Year 2 Children-February 2024

What is Bullying?

Written by Turtle Class 

Doing the following actions **Several Times On Purpose;**

- Excluding people.
- Hitting and kicking people.
- Ruining peoples work.
- Pushing people.
- Taking other peoples things.
- Talking about people in an unkind way.
- Being intimidating.
- Swearing at people.
- Laughing at people (not with them).
- Unkind words.
- Lying about people.
- Not showing respect.

When Is it Bullying?

Written by Seahorse Class



Bullying is when something unkind happens **several times on purpose**. It is when someone does it knowing it is making the other person sad. This can be online or when you are with that person.

STOP



How Can We Keep Our School Safe and Happy?

Written by Manta Ray Class



It is very important to keep our school safe and happy. We can do this by looking after each other and making sure that we always show respect and kindness. We can keep our school safe by always telling an adult when something has happened. We can make sure that children always have someone they go to if they are worried.



What Should I Do If I Am Being Bullied? Who Can I Tell?

Written by Octopus Class



I should calm down and say, "Stop. I don't like it!" I would try not to show the bully that I was sad. I should tell an adult that I trust at school or at home. Here is a helping hand to remember who I can tell;



What Should I Do If I See Someone Being Bullied?

Written By Dolphin Class



- Tell the "bully" to stop.
- Tell the child's teacher.
- Find an adult to help.
- Ask the "person" Are you okay?
- Take the "person" to a safe place.
- A safe place on the playground is a Becket Buddy Bench or with an adult.
- A safe place in the classroom is the Calm Tent or with an adult.
- Keep checking on the "person" to make sure their heart or body isn't hurting.

What Will Happen If I Tell?

Written by Starfish Class



- You won't be in trouble if you tell about a bully.
- The teacher will need to talk to the person being unkind.
- The teacher will talk to the bully's teacher.
- The teacher will talk to any staff who need to know.
- Your teacher will talk to your parents and the unkind person's parents.
- The teacher will make sure that it won't happen again.
- The teacher will check every now and then to make sure they are still safe and happy.

We are safe, kind and ready to learn.