



CROFTLANDS INFANT AND NURSERY SCHOOL

2023 Anti-bullying Policy

Statement of Intent

With reference to the Equality Act 2010 we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

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

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	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
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

n.b. It is unusual for children in the Foundation Stage or in Key Stage 1 to deliberately bully another child. However, such behaviour is intolerable within the ethos of the school and if a child or their parent feels that a bullying incident has taken place, we will take the complaint seriously, investigate the incident, and take appropriate action.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy:

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated.

Signs and Symptoms:

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

- is frightened of walking to or from school;
- begs to be driven to school;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- becomes withdrawn anxious, or lacking in confidence;
- starts stammering;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in school work;
- comes home with clothes torn or books damaged;
- has possessions which are damaged or "go missing";
- asks for money or starts stealing money (to pay bully);
- has dinner or other monies continually "lost";
- has unexplained cuts or bruises;
- comes home starving (lunch has been stolen);
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above;

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

Procedures:

Report bullying incidents to staff.

All cases of bullying, the incidents will be recorded by staff.

Parents should be informed and will be asked to come in to a meeting to discuss the problem.

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes:

A thorough investigation of the incident will take place.

The points of view of all concerned will be listened to, including the parents of the children.

Individual action plans will be put in place to support the victim and to address the behaviour of the perpetrator(s). All school staff will be made aware of the situation, and of the action being taken.

Progress against the action plans will be monitored weekly for the first half term and half termly for the remainder of the year. Parents will be involved with the monitoring process.

The situation will be reviewed at the end of the year and a decision made about further action.

If despite the above efforts, the Head Teacher considers the victim still to be at risk, then exclusion of the perpetrator(s) must be considered.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Visit the Kidscape website	www.kidscape.org.uk for further support, links and advice.

Be Caring
Be Happy
Always Do Your Best