

# Fairisle Infant and Nursery School



## Anti-bullying Policy

**Date policy reviewed: January 2019**

**To be reviewed again: January 2021**

Ratified by Governing Body:

16.1.19

Signature:

*Stephens*

## **ANTI-BULLYING POLICY**

*'Everyone has the right to feel safe' Convention on the Rights of the Child  
Article 19*

Fairisle Infant and Nursery School does not tolerate bullying. Head teachers have a legal duty under the School Standards and Framework Act 1998/Education Inspections Act 2006/2011 to draw up procedures to prevent all bullying and to bring these procedures to the attention of staff, parents and pupils.

Everyone at Fairisle Infant and Nursery School has the right to feel welcome, secure and happy. When this is the case all members of the school community will be able to achieve their full potential. Bullying prevents this from being possible and does not facilitate equal opportunities. It is everyone's responsibility to prevent this from happening.

Where bullying does exist, both children and staff should feel confident that the school will deal with it effectively. It is our plan to challenge attitudes about bullying behaviour, increase understanding for anybody that is bullied and those that bully, and help to build an anti-bullying ethos in school.

### **What Is Bullying?**

Bullying is the use of frequent malice with the intention of hurting/distressing 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

## **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:

- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- 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 unexplained cuts or bruises
- 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
- is afraid to use the internet or mobile phone
- bed wetting/toilet accidents

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

## **Aims and Objectives**

- Provide a happy, caring, secure environment in which everyone will develop their full potential.
- Fulfil the school's statutory responsibility to respect the rights of children and staff to safeguard and promote their welfare.
- Help children and adults develop mutual respect and support for each other.
- Create a supportive environment where victims of bullying, both pupils and staff, feel able to tell someone about their feelings/experiences.
- Make clear the school's responsibility for responding to incidents of bullying and to emphasise to all school staff, pupils and their parents/carers the school's attitude towards bullying behaviour.
- Ensure that a clear message is given that bullying will not be tolerated and that all incidents will be taken very seriously.

- Provide support for both the victim of bullying and for the bully, in order to change the behaviour of the bully and to prevent it happening again.

### **Specific Objectives**

To implement the above aims within the age range of the children at Fairisle Infant and Nursery School, we attempt to help pupils achieve the following objectives as they develop:

- To recognise, accept and value others regardless of race, gender, religion, sexuality, age or disability (Equal Opportunities).
- To have independence of mind.
- To have empathy for others.
- To value telling the truth.
- To recognise and respect similarities and differences.
- To be able to give and accept apologies.
- To have appropriate vocabulary to express their feelings and concerns.
- To take responsibility for their choices.
- To be able to give and receive compliments.
- To have concern for fairness and justice.

For the policy to be effective we look to achieve the following objectives:

- To take all reports of bullying, adults and children, seriously.
- To follow the procedures correctly and investigate all incidents fully, regardless of who has made an allegation of bullying, and regardless of whom the allegation has been made about.
- To ensure that bullies and victims are interviewed separately.
- To keep a written record of reported incidents.
- To keep staff and parents/guardians (both victims and bullies) informed as appropriate.
- To ensure that appropriate action is taken to prevent further events happening.
- To monitor the situation after the incident/s.
- To provide appropriate training for staff and pupils in order to prevent bullying and to recognise the warning signs of bullying.

### **Whole School Preventative Measures**

At Fairisle Infant and Nursery School we believe that a whole school approach is necessary to facilitate the delivery of the Anti-Bullying Policy. This is not only done through planned learning experiences and opportunities, namely PSHE and RRS, but also in other areas of school life such as, Collective Worship, Assemblies, Sports Day, School Council, playtime and lunchtime activities. There is a school ELSA who works closely with specific children during the week.

## **Procedures**

### Reporting an incident

The member of staff who discovers the incident/the incident is reported to, will listen to the child/adult concerned and use their professional judgement as to whether the incident warrants further investigation. If this is the case, then the following procedure must be adhered to:

1. Reassure the child/adult, that as far as possible, his/her safety will be ensured.
2. Tell the child/adult that the matter will be reported to the class teacher/Headteacher.
3. In situations when the class teacher/Headteacher feels that the situation does warrant further investigation, the Investigation Procedure below will be followed.
4. In situations when the class teacher/Headteacher feels that the situation does not warrant further investigation, the child/adult should be praised for talking about the problem, given positive advice and reassured that they will be listened to again if the same issue, or a different one, occurs.

### The Investigation Procedure

1. The bullied child/adult, the bully/bullies, and any witnesses will be interviewed separately. Adults will be asked to write down details of the incidents if they are able to do so. A scribe will be provided for a child.
2. If a group is involved, each member will be seen separately.
3. A decision about an appropriate action will be made by the Headteacher. The Headteacher may wish to consult with the Leadership Team and/or Governing Body.
4. Where an issue involves the Headteacher, the Chair of Governors or LA should be consulted.
5. The bullied child/adult will be informed of the action to be taken.
6. The bully/bullies will be informed of the action to be taken.
7. A meeting of the pupils/adults will be arranged to enable reconciliation to take place.
8. In the case of children, parents/guardians of the bullied child and parents/guardians of the bullies will be informed and the circumstances and investigation explained to them separately. Their help will be sought to try to ensure such incidents do not happen again or get worse.
9. Staff will be informed of the situation on a 'need to know' basis and asked to monitor the child/adults involved carefully.

## **The Action**

### Sanctions (Children)

- Minor incidents (e.g. repeated short term - name calling, exclusion from a group/game, minor physical hurt or damage to property) where the bully appears to understand the seriousness of the situation, an apology to the victim will be enough.
- If the incident is as above, but is not the first time that the bully has been involved in a similar incident, an apology and loss of privilege will be enforced.
- If the investigation shows that the bullying has taken place over a length of time and is more of a serious nature then, in addition to the above, it will be stressed to the parents/guardians of the bully that this type of behaviour cannot be tolerated. Underlying reasons for the behaviour will be discussed with them. They will be told that their support will be essential in order to prevent it happening again, but if this should happen again, short term fixed exclusion will be seriously considered.
- If a bully continues to re-offend, short term fixed exclusion will be considered.
- Should a situation be reached where none of the above appears to be having a positive effect then short/long term exclusion will be considered in consultation with the LA.

### Sanctions (Adults)

- Minor incidents (e.g. repeated short term - name calling, exclusion from a group, minor physical hurt or damage to property) where the bully appears to understand the seriousness of the situation, an apology to the victim will be enough.
- If the incident is as above, but is not the first time that the bully has been involved in a similar incident, an apology and warning in writing will be given stating that should another incident occur, disciplinary action will follow. This situation will be reported to the Governing Body.
- If the investigation shows that the bullying has taken place over a length of time and is more of a serious nature then, in addition to the above, the matter will be taken straight to the Governing Body for a decision to be made as to whether disciplinary action should be taken immediately. In severe cases a decision will be made to suspend a member of staff pending disciplinary action.

## Resources

Reporting an Incident Form – to be kept in a folder in the school office

The Anti Bullying Alliance

KIDSCAPE

Childline/NSPCC

Mind Ed

Stonewall

PSHE

Teacher Net

DirectGov

Parent line Plus

Gov.uk Preventing and Tackling Bullying 2017

DfE Keeping Children Safe in Education

Equality Act

Solent Mind/MIND

Think U Know

This policy is to be read alongside all Safeguarding Policies.

Reviewed: January 2019

Next Review: January 2021