



LITTLE MISSENDEN CE INFANT SCHOOL

ANTI BULLYING POLICY

Autumn 2020

Introduction

At Little Missenden CE Infant School we believe all children have the right to an educational environment where they feel safe and which is free from harassment and bullying. This right is enshrined in the United Nations Declaration of the Rights of the Child – *“the right to go to school for free, to play and to have an equal chance to be what they are and learn to be responsible and useful ...irrespective of their race, colour, sex, language, religion, political or other opinion or national or racial origin ... not to be harmed ...to be brought up in a spirit of peace and friendship”*. The children, staff, parents and governors work together to build and maintain a positive environment, built around our school values, in which caring and responsible attitudes can develop and flourish.

Aims

At Little Missenden CE Infant School we aim to prevent bullying, but we are always alert to bullying and deal firmly with it when it occurs. We aim:

- To recognise our responsibilities as staff and governors of Little Missenden Church of England Infant School to tackle bullying as part of our school behaviour policy.
- To reduce stress caused by bullying which can affect pupils' performance.
- To provide clear and effective guidance to staff, governors, parents and pupils.
- To support the Headteacher in carrying out her legal duty to take measures to prevent all forms of bullying.

What is bullying?

Bullying is any behaviour which is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, happens again and again as part of a pattern of behaviour, and can continue for a long period of time. It always reflects the abuse of power, with one (or more) person(s) a victim and the other, a bully, dominance of the powerful over the powerless.

Bullying can take a variety of forms including:

- Physical aggression, such as hitting, kicking, taking or damaging belongings.
- Verbal aggression, such as name calling, threatening comments, insulting, racist remarks, malicious or persistent teasing.
- Indirect action, such as deliberately leaving someone out of a social group, or ignoring someone, spreading rumours about someone or about their background or family.

Strategies for Preventing Bullying

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- Staff leading by example and behaving politely and with respect.
- Discussion within Circle Time and PSHE focusing on the school code of conduct .
- Clear definition of bullying as any repeated behaviour intended to hurt, injure, threaten or frighten. This could be:
 - Using hurtful names to upset
 - Picking on someone
 - Punching, hitting, pushing
 - Teasing or mocking
 - Spreading rumours
 - Deliberately excluding
 - Threatening
 - Taking or damaging property
- Encouraging children to report bullying and being seen to take action.
- School and classroom ethos which promotes respect for the individual.
- Involving parents at an early stage.

Responding to Bullying Incidents

- There should always be immediate response.
- Each incident should be dealt with individually and each pupil's needs assessed.
- An appropriate record should be kept including action taken, forming a diary of events to be kept in school. This should be accessible to the parents concerned.
- Pupils should be aware that bullying is taken seriously.
- Discussion with individuals and/or groups as appropriate and regular monitoring of any incident with the pupil concerned.
- Discussion with parents of all concerned as necessary.
- Sanctions to be applied as necessary.

Roles and Responsibilities

The Headteacher is responsible for promoting good behaviour and discipline and maintaining acceptable standards of behaviour in school in accordance the school behaviour policy. The Headteacher has an important role to play in showing, through her leadership of the school, that bullying is unacceptable. The ethos and culture in the school can be positively changed to prevent bullying through the vision and management of the Headteacher. The Headteacher can, at any time, ask a member of the governing body to join discussions with parents.

The Governing Body is responsible for ensuring that standards of achievement are raised and that the school provides for all of its pupils. The governors make sure that the school encourages pupils' spiritual, moral, social, and cultural development. Specifically, they are responsible for monitoring a discipline and behaviour policy for the whole school, which must include reference to how the school addresses the issue of bullying.

Teachers are responsible for creating a positive, safe and responsive learning environment as well as maintaining discipline within the classroom. Teachers need to be aware of the detrimental

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effects of bullying and should encourage a climate where pupils feel that they will be listened to and action will be taken when they report a bullying incident. They must follow the policy set out by the governing body, both for strategies for prevention of bullying and for dealing with incidents when they occur, and uphold the appropriate moral values. Teachers have an important role to play in teaching relevant and appropriate social skills through the curriculum as well as monitoring and evaluating agreed strategies and interventions to prevent bullying through a regular review process.

Pupils are responsible for respecting themselves, other pupils and staff and the school environment. They are responsible for following the school's code of conduct, including complying with the anti-bullying policy. Pupils have the right to learn in a safe environment where they feel valued and respected. They need to understand about bullies and victims and how to behave in bullying situations whether they are directly involved or are bystanders. Pupils need to know what they can do to help, who can help and how to work to prevent bullying.

Parents are responsible for supporting the school's code of conduct, including the anti-bullying policy and can help by recognising signs and reporting concerns to school.

Conclusion

Parents, teachers and pupils need to be able to work together to encourage a climate where bullying is seen to be unacceptable and clear action is taken when incidents occur.

We are aware that this policy refers specifically to the children in school but we do not accept any kind of bullying towards anyone in our school community. This includes adults and staff.

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