

THE ALDERTON INFANT SCHOOL

Anti-Bullying Policy

This policy must be read in conjunction with other school policies including the Child Protection Policy and the Code of Conduct. It should also be considered alongside other related policies in school. These are the policy for the teaching of PSHE, the policy for Physical Intervention, Behaviour, SEN and Health and Safety.

Bullying is action taken by one or more children with the intention of causing hurt, injury, embarrassment or upset. It can include:

- physical aggression
- social exclusion from play activities
- verbal teasing and name calling
- the hiding, or damage of property
- psychological put-downs

Bullying finds expression through differences, real or imagined, between individuals or groups. Such differences can be of:

- physique
- gender
- friendship group
- academic performance
- race
- age
- club or team membership

Bullying occurs in all schools, even in Nursery and Infant classes. Some forms of bullying are very subtle but all may lead to unhappiness, loss of self esteem and under achievement.

This school will not tolerate bullying of any form. All adults are committed to putting an end to acts of bullying and supporting victims, by building self-confidence. We do all we can to prevent bullying, by developing a school ethos in which it is regarded as unacceptable.

The role of the Headteacher and all staff

The Headteacher and staff ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. They draw the attention of children to this fact at suitable moments, for example in assembly or PSHE lessons.

The Headteacher and staff set the climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly, caring and welcoming school, bullying is far less likely to be part of their behaviour.

The Headteacher and staff take all forms of bullying seriously, and intervene to prevent incidents from taking place. We create a supportive environment for children based on a climate of trust and respect.

If a child complains about another's behaviour staff investigate, discussing the situation with the children involved in a calm manner. Young children are usually open and often they themselves will suggest ways forward.

If there is a repeat of an incident the parties are brought together again. The incident is investigated and talked through. Notes may be taken. Teaching and non-teaching staff will observe, liaise and monitor the situation carefully over a period of time.

If the situation continues the school will work closely with individual children and their parents. Ultimately the Essex Stages of Assessment are used and advice is sought from outside agencies.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

The role of Parents

We try to build a supportive dialogue between home and school. Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Where necessary the matter will be referred to the Headteacher.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their children to be a positive member of the school. We believe that it is important for children to receive consistent messages about how to deal with bullying.

The role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from the school. Any incidents of bullying are taken very seriously and are dealt with appropriately. In extreme cases the school would follow the procedures for exclusion as laid down by the DfE.

Monitoring and review

This policy is reviewed regularly by staff and governors.

Signed _____ Date _____