

Policy title:	<b>Anti-Bullying Policy</b> <b>Green Lane Infant School</b>
Purpose:	To ensure consistency of approach when dealing with bullying.  To protect children at Green Lane Infant School from maltreatment and impairment of health and/or development. To ensure that they grow up in the provision of safe and effective care and that action is taken to enable all children to have the best life chances.
Date ratified:	25 <sup>th</sup> September 2023
Review date:	<i>This policy will be reviewed annually. Any suggested amendments will be presented to the Governing Board for approval.</i>  September 2024
Coordinator/s:	Headteacher: Mrs. Rebecca Conway and Deputy Head Teacher: Miss Kate Lyall (Deputy DSL)
Signed:	Mr. Jason Williamson (Chair of Governors)



Version control	1.1
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## **Green Lane Infant School Anti Bullying Policy**

We believe this policy relates to the following legislation:

- Children Act 1989
- School Standards and Framework Act 1998
- Education Act 2002
- Education and Inspections Act 2006
- Equality Act 2010
- Education Act 2011

The following documentation is also related to this policy:

- Bullying: Effective Action in Secondary Schools (Ofsted)
- Cyberbullying: Supporting School Staff (DCSF)
- No Place for Bullying (Ofsted 2012)
- Preventing and Tackling Bullying - Advice for School Leaders, Staff and Governing Bodies (DfE)
- Safe from Bullying: Guidance for Local Authorities and Other Strategic Leaders on Reducing Bullying in the Community (DCSF)

### **Values and Beliefs**

Green Lane Infant School is situated in the Spinney Hill area of the inner city of Leicester. It serves young children from many different cultures and backgrounds. We believe that all individuals within the school community have the right to develop their skills and knowledge in a safe, secure and supportive environment which is free from intimidation, prejudice or discrimination of any kind.

At Green Lane Infant School, we are committed to a policy of inclusion, equality and justice. We strive to provide a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure environment. We believe that bullying of any kind is totally unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and children who are bullying others need to learn different ways of behaving. All children and young people have the right to be protected from physical, emotional and mental violence. Children also have the right to learn, live, travel and play in a safe environment where they can thrive and achieve their full potential. If bullying does occur, then children should tell an adult immediately and know that incidents will be dealt with promptly and effectively in accordance with our school antibullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

### **Aims of this Policy**

- For all governors, teaching and non-teaching staff, children and parents to have an understanding of what bullying is.

- For all governors and teaching and non-teaching staff to know what the school policy is on bullying, and follow it when bullying is reported.
- For all children and parents to know what the school policy is on bullying, and what they should do if bullying arises.
- For children and parents to be assured that we take bullying seriously and that they will be supported fully when bullying is reported.
- For staff, parents and children to be aware that will not be tolerated.

### **What Is Bullying?**

At Green Lane, we define bullying as follows: Bullying is when an individual or group deliberately hurts another or makes them feel unhappy. Bullying behaviour will be repeated over a period of time and is difficult for the victim to defend against. Bullying results in pain and distress to the victim. People can be bullied for any reason; because of the way they look, because of their religion, their age, because of a learning or physical disability for example. Whatever the reason, bullying is never acceptable and will not be tolerated at Green Lane Infant School.

### **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 (DPI form to be completed– see appendix A)
- 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
- Indirect – excluding or ‘blanking’, spreading gossip, damaging property,

### **Bullying is therefore:**

- Different from random acts of aggression or violence.
- The harmed person suffers over a period of time.
- Not just physical violence but includes many different sorts of behaviour including intimidation, teasing, name-calling and isolation.

### **Bullying is not:**

The odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

**Several Times On Purpose.**

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children’s

development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

### **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 should investigate if a child:

- is frightened of walking to or from school
- 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"
- 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

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

### **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. Children who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Responsibilities Staff– the adult as a model Staff will not misuse a position of power to dominate the children in our school.

We will avoid:

- sarcastic comments;
- derogatory nicknames;
- dominating and humiliating behaviour.

We will listen to children when they are willing to talk about bullying and we will be sensitive to a pupil's needs for privacy and respect. Adhere to and promote this policy.

### **Green Lane Infants Children- what we can expect of our children.**

Children have the right to:

- be physically safe;
- keep their own possessions and money;
- be free of insult, derogatory terms and teasing;
- be able to associate with other young people for companionship and friendship.

Children have responsibility for:

- physical safety of others;
- security of everyone's personal possessions and money;
- freedom from hurt by name calling, teasing;
- including all children in play and learning activities;
- reporting incidents of bullying.

#### **Parents / Carers– what we expect of parents / carers**

- support our anti-bullying policy and procedures;
- discuss with their child's teacher any concerns that their child may be experiencing bullying or be involved in some other way;
- help to establish an anti-bullying culture inside and outside school.

#### **Our Curriculum**

- Circle Time, role-play and stories will be used to show what children can do to prevent bullying, and to create an anti-bullying climate in school.
- PSHE Jigsaw scheme discretely teaches anti-bullying
- In each class we have student governors
- Anti-bullying assemblies and anti-bullying week
- Early Years practitioners support children in social problem solving activities.
- Our Student Governor meetings offer a forum in which concerns about bullying can be discussed on a regular basis.
- We will ask children where and when bullying occurs in school and we will supervise, and try to eliminate any unsafe areas that they report to us.

#### **Our curriculum will be used to:**

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for victims and help build an anti-bullying ethos.
- Teach children how constructively to manage their relationships with others

**Procedures At Green Lane Infant School**, all staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all those involved whilst allegations and incidents are investigated and resolved.

1. Report bullying incidents to staff
2. In cases of bullying, the incidents will be recorded by staff directly onto CPOMS.

3. In all cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. The Anti-Bullying Support Group Approach will be applied, which is a 'no blame' approach to stopping bullying. This includes rigorous monitoring.
7. If a parent informs us we follow as above.

### Outcomes

- The bullying will be reduced and the victim will decide if they feel safe and are ready for the support group to stop.
- In serious cases, suspension or even exclusion will be considered.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Prevention Staff will be proactive in helping children to prevent bullying.

As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour charter
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- invite external groups to lead anti-bullying workshops

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

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

Bullying outside the school premises Our school is not responsible for bullying that occurs off the premises, but we know that bullying can occur outside the school gates and on journeys to and from school. Cyber bullying can also have a huge impact on the welfare of a child. The bullying may be done by children from our own school. Where a pupil or parent / carer tells us of bullying off the school premises we will if necessary report this to our Community Policeman who will investigate the issues

and take the appropriate action. Cyberbullying is taken very seriously and the school will follow our e safety policy to address any such issues.

### **Monitoring and Evaluating Our Policy**

To ensure that our policy is effective, it will be regularly monitored and evaluated using the following measures:

- The number of incidents that are reported to staff.
- Children' perceptions of bullying in school through structured discussions in class and circle time.
- From children' PSHCE activities.
- From parent / carer questionnaires.
- From the comments made by visitors and other people connected to the school. We will then make sure that we action any developments that need to happen, celebrate our successes and continue to engage relevant stakeholders. We will continually review and research the ABP guidelines in relation to the individual needs of the children at Green Lane Infant School.

### **Definition of Bullying**

Bullying is deliberately hurtful behaviour, repeated over a period of time that intentionally hurts another individual or group either physically or emotionally:

**Several Times On Purpose. SEAL definition**

Bullying results in pain or distress to the victim.

Bullying behaviour can be:

Physical - pushing, kicking, hitting, pinching, biting, spitting or any threat of violence.

Direct verbal - name-calling, sarcasm, spreading rumours, persistent teasing, swearing.

Relational - unfriendly, tormenting, threatening, humiliation, exclusion from groups or activities.

Material - damage to belongings or extortion.

Racial - racist taunts, graffiti, gestures.

Religious - focused on religious beliefs or observations

Sexual - unwanted physical contact, abusive comments.

Homophobic - focused on the issue of sexuality.

SEN/ disability - physical or emotional abuse because of an individual's learning or physical condition.

Cyber - bullying that takes place over digital devices like mobile phones, computers, and tablets. Cyberbullying can occur through SMS, Text, and apps, or online in social media, forums, or gaming where people can view, participate in, or share content. Cyberbullying

includes sending, posting, or sharing negative, harmful, false, or mean content about someone else. It can include sharing personal or private information about someone else causing embarrassment or humiliation. Some cyberbullying crosses the line into unlawful or criminal behaviour.

We are aware that bullying can occur between an adult and child in the above-mentioned ways, as well as between children. Any kind of Bullying is **unacceptable** at Green Lane Infant School and any cases of bullying will be taken very seriously.

At Green Lane bullying is considered to be **unacceptable** and will always be followed up when it is reported. We believe that all children deserve to live and work in an environment free from bullying and so any acts of bullying, whether they occur solely during school hours or happen outside of school hours involving children from Green Lane School, will be treated very seriously. We strive to foster an atmosphere of harmony, respect and good behaviour by:

- Presenting good role models for our children.
- Helping everyone towards an understanding of what is right and wrong.
- The use of 'Golden rules' throughout the school.
- Defusing tension or disharmony amongst children and parents.
- Circle Time discussions and SEAL activities to promote self-discipline, good behaviour tolerance and respect.
- Working to build up the self-esteem and confidence of our children.
- Making it clear that bullying behaviour will not be tolerated.
- Offering praise and reward for safe and sensible behaviour.
- Offering mentor support for behaviour modification.

## **Reporting and Responding to Bullying**

### **Signs of a Problem**

We want children to tell others if they feel they are being bullied. To this end we teach about a **Helping Hand** and **STOP** ( **S**tart **T**elling **O**ther **P**eople). There is a permanent **Helping Hand** display in the school hall and a **STOP** box where children can post any concerns either as a victim or a witness. These will be monitored by the **Anti- Bullying Champion** (Gemma Waddington). There will also be a **STOP** card in each classroom reminding the children of what they can do if they have any concerns. There will be a space for children to add their names to, if they would like to speak to their teacher but don't feel like they want to put their name in the **STOP** box. Class teachers will monitor the use of the **STOP** boards and record any concerns in the incident books supplied and also share with the **Anti- Bullying Champion**.

Children who are being bullied at school may not always be prepared to tell those in authority. However, when a disclosure is made, it should always be treated seriously. Whilst others may not feel that certain actions or words constitute bullying, if the recipient feels bullied, then this behaviour can cause irrevocable damage to the mental health of that person.

We aim to foster an atmosphere where children feel able to talk to an adult about their concerns. For those young children who are unable to inform staff about their problem, observation of unusual behaviour could help to diagnose them as a victim of bullying:



- Unwillingness to come to school
- Withdrawn, isolated behaviour
- Complaining about missing possessions/feeling unwell.
- Refusal to talk about the problem
- Being easily distressed
- Damaged work
- Self-harm
- Not forming friendships

Staff will be able to use their knowledge of the child to identify changes in behaviour that might indicate bullying. They should report any concerns to the named anti bullying champion (Gemma Waddington) **and** one of the DSLs in school (Trudy Lower, Rachel Langley and Niki Shaw). Children are to be encouraged to talk to their parents, who will be encouraged to pass on any concerns to the class teacher.

### Responsibilities

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach and by making it clear that any form of bullying or intimidation is unacceptable. Everyone is expected to be vigilant and to report any incidents of bullying or intimidation. The school Anti Bullying policy is available and can be easily found in the policy wallets in the staffroom. Parents can obtain a copy from the school office.

The Head Teacher:

Has a legal duty under the School Standards and Framework Act 1998

- For ensuring that the anti-bullying policy and its related procedures and strategies are implemented and brought to the attention of parents, staff and children.
- For ensuring that all staff are aware of their responsibilities under the policy and that they are given appropriate training and support to enable them to fulfil these responsibilities.
- For taking measures to prevent all forms of bullying among children.
- The Headteacher is also the Designated Safeguarding Lead (DSL).

The Governors:

- Support the Head Teacher and the staff in the implementation of the policy.
- Will be fully informed on matters concerning anti-bullying.
- Will monitor incident reports and actions taken to assess effectiveness of the policy.
- The Anti-bullying Governor is Miss Claire Chauhan.

The Staff:

- Are responsible for promoting anti-bullying through their teaching and through relations with children, staff, parents and the wider community.
- Must take bullying problems seriously and follow the agreed procedures set out in this policy.
- Are responsible for reporting unacceptable behaviours to the Head Teacher.
- Should not bully each other. We must provide a safe place of work.

- Two other senior staff members are Deputy Safeguarding Leads (DSLs) - they are Rachel Langley and Niki Shaw.

Parents/carers should:

- Support the work of the school.
- Be informed about, and fully involved in, any aspect of their child's behaviour that might cause concern.
- Contact the school via the class teacher or Head Teacher if they are concerned about bullying.

The children should:

- Behave according to the school rules.
- Show respect for other members of the school community.
- Report any inappropriate behaviour/bullying they see or hear about.

### Rewards and Sanctions

The system Green Lane school uses in terms of rewards and sanctions is all outlined in our Behaviour Policy. We strive to use positive praise and encouragement as the more successful method of managing behaviour however we also have a sanctions system in place for when a child is not following the schools Golden Rules. This is what we would use in the case of a child found to be partaking in behaviours classes as bullying. For full details of the Rewards and Sanctions used at Green Lane please see our Behaviour Policy.

### What we do

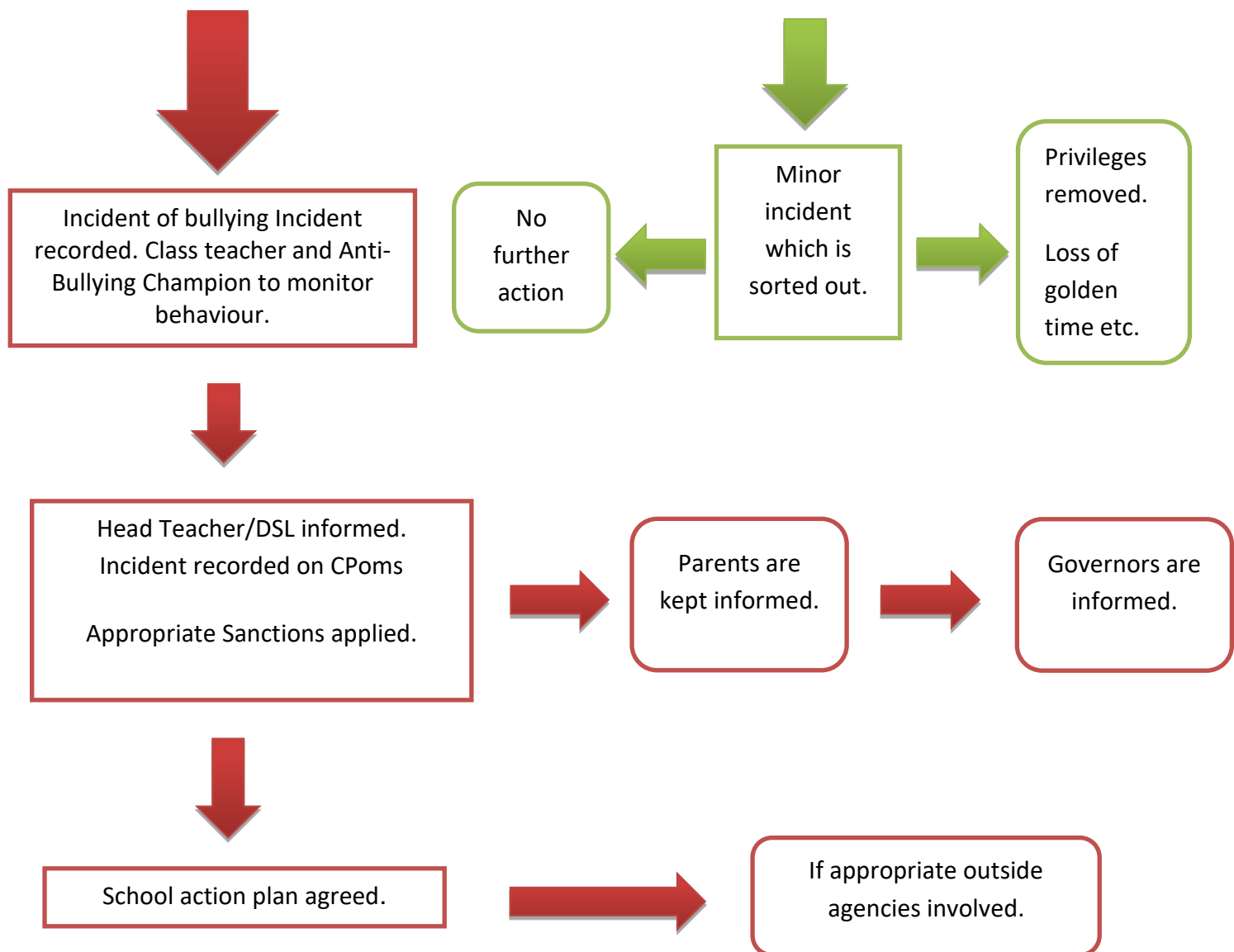
#### Staff- including all teachers'/ teaching assistants/ lunch time supervisors

We have a consistent approach across the school.

All staff deal with incidents immediately. Incidents must be reported to the child's class teacher.

The children concerned should have the opportunity to discuss the incident, including victims.

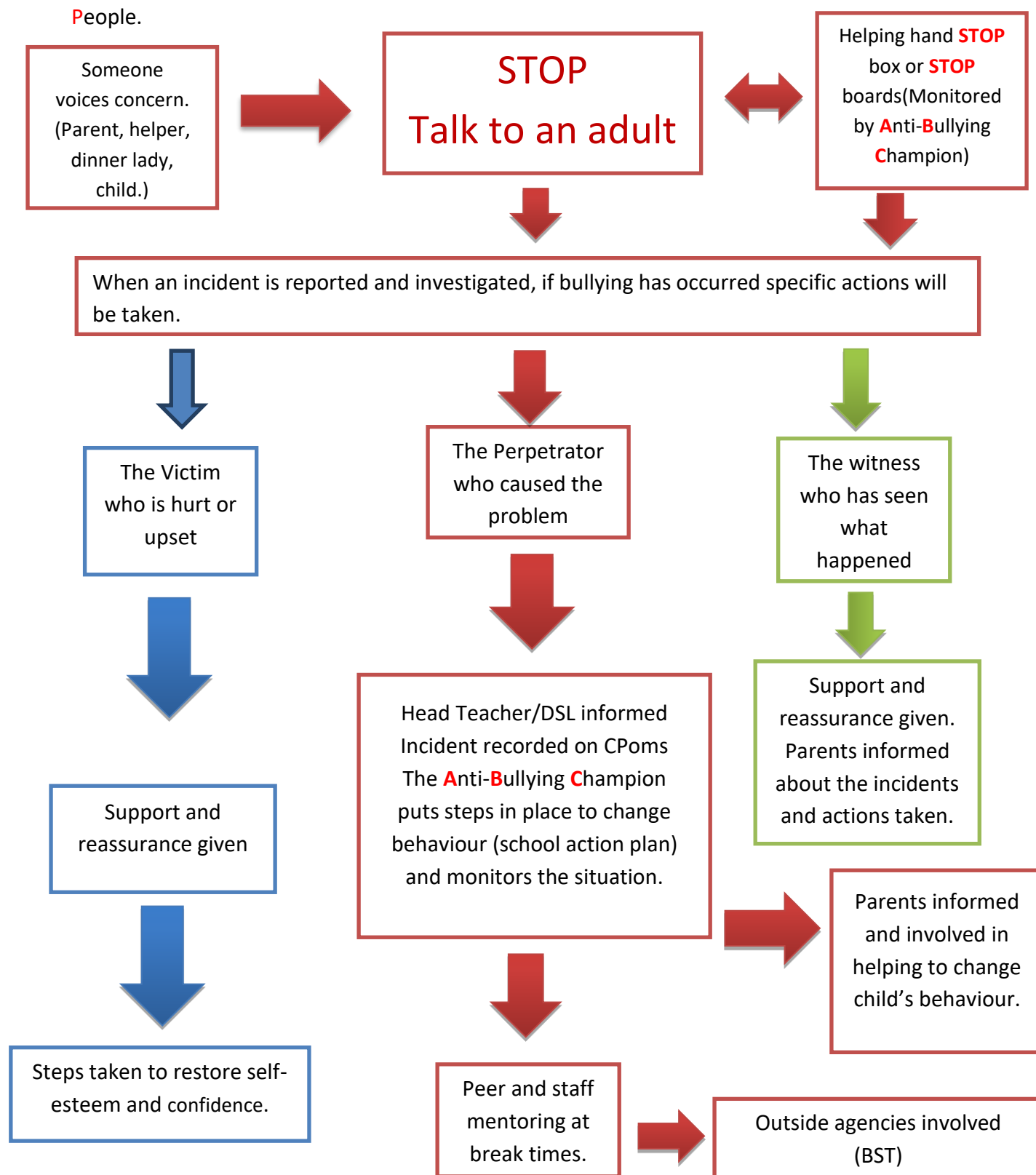
Any incident of bullying will be recorded on CPoms by one of the DSLs at school.



## Children

All children will be taught how to identify bullying, about the effects of bullying, and how to take steps to stop bullying through the SEAL programme. An Anti- Bullying curriculum is taught each year as part of *Getting on and Falling Out*. This is revisited, and reminders given throughout the school year, including as part of the whole school involvement in Anti Bullying Week.

When a child feels bullied or if an incident occurs or is witnessed it should always be treated seriously. Children should feel able to **STOP** bullying and they should **Start Telling Other People**.



### Playtime and Lunch time

At Green Lane school we have developed the school grounds to provide a stimulating and exciting environment with lots of activities for the children to do at playtime and lunch time. Patrol areas and responsibilities have been agreed with the teaching staff for playtime and with the midday supervisors at lunch time. Praise will be given whenever possible to encourage positive behaviour around the school.

Good behaviour at lunch time will be encouraged and reported to class teachers (which could lead to rewards such as star of the week, star on a chart, name in a prize draw etc.)

The Lunch Time Supervisors wear high visibility vests so they can be quickly located if needed.

The Lunch Time Supervisors have been given behaviour management strategies to deal with incidents that arise, always reporting them to the class teacher.

They are also aware (through this policy and training) of the signs of bullying and are on the lookout for incidents of repeated aggression, or taunting, directed at one individual by another individual or group of children.

*Temporary or permanent exclusion may be applied in very serious cases.*

### Personal development and Pastoral Care

The school will provide appropriate support for all children and will encourage their learning using their home language. Bilingual support is available throughout the school. SEAL and Circle Time activities will be used to promote good behaviour.

We will help to deal with bullying incidents that are reported to the school where ever they occur. (e.g. attack on a child on the way to school.)

This will be available for both the person who has been bullied to provide a way of dealing with what has occurred and trying to move on from that. But also for the one carrying out the unacceptable behaviour, to help them see how their behaviour has effected another and then change their behaviour to become more socially acceptable.

### Breaches of the Policy

The expectation is that staff will adhere to the Anti-Bullying Policy. Breaches of this code will result in an enquiry conducted by the Head Teacher and Governors, and will be reported to the LA. This will be dealt with under the recommended Grievance and Disciplinary Policy.

### Parent- teacher links

Parents receive a school handbook at the beginning of the year, which outlines the schools policy in developing a school community committed to Anti-Bullying. Parents are encouraged to share any concerns with the class teacher as their first port of call but are welcome to speak to the Head Teacher, Anti Bullying champion or Anti Bullying Governor at any time about any situation that they feel needs discussing. Advice for parents can also be found on the school website.

### Monitoring and Reviewing the Policy.

This policy is closely related to other policies - Behaviour Policy; RHS (Relationships and Health Education Policy); Attendance Policy; Child Protection (Safeguarding) Policy.

Review will be through various routes:

- Attendance: Children' attendance will be monitored by the Office staff and the EWO (Education Welfare Officer). Staff who follow up absence are aware of, and are sensitive to, relevant patterns of non-attendance and class teachers will be consulted.
- Assessment - Termly 'pupil progress meetings' highlight any incidents of a child underperforming and these are closely examined and explanations sought.

The success of the policy will be monitored through outcomes:-

- The atmosphere of the school
- The number of incidents of bullying recorded,
- The responses made in questionnaires
- The number of concerns posted in the **Stop Box** and **Board**
- The attitudes and responses of the children.

The Policy will be reviewed by the Anti Bullying team each academic year and presented to the Governing Board for approval. It should also be read in conjunction with other school policies, for example, the Behaviour Policy and the Relationships and Health Education Policy.