



QUEEN'S INCLOSURE PRIMARY SCHOOL

Anti-Bullying Policy

This is our definition of bullying;

- **Bullying is on purpose**
- **Bullying is hurtful (to our bodies or our feelings)**
- **Bullying is over and over again**

Purpose

This policy is designed to help members of the school community to identify bullying and distinguish it from broken friendships, and to work together to deal effectively with the issue of bullying.

Other related policies

Behaviour Policy

Inclusion policy (including equal opportunities, disability and intercultural awareness)

Rationale

We are committed to providing a caring, friendly and safe environment for all of our children so that they can learn in a happy and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur all children should be able to tell, and be confident that incidents will be dealt with promptly and effectively.

Ethos

We are a caring community whose values are built upon mutual trust and respect for all. By working together as a school community, we create a positive school ethos in which behaviour is managed effectively and the rights and dignity of each individual is recognised and actively promoted. Every child has the right to be treated with consideration and respect, in a creative, stimulating and safe environment. Every teacher has the responsibility of instilling a sense of co-operation, trust and respect so all children understand what is expected of them by way of appropriate behaviour.

Definition of bullying

Bullying is a deliberate, conscious act. It threatens or frightens others and causes physical and emotional hurt. It may be repeated behaviour.

Bullying can take various forms, which can include:

- Physical - pushing, hitting, kicking, and taking belongings.
- Verbal - name calling, teasing, insulting, making offensive remarks which can be of a discriminatory nature, e.g. racial, sexual, or references to physical disability or differences.
- Cyberbullying - bullying via mobile phone or online (e.g. email, social networks and instant messenger).
- Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours.

Prevention of bullying

We seek to create a school environment where bullying does not happen by:

- Teaching co-operative skills.
- Helping children to develop a sense of responsibility for themselves and others.
- Providing a safe, purposeful and challenging school environment.
- Ensuring children at play are well supervised.
- Providing opportunities for choice and stimulating play at playtimes.
- Providing children with a range of ways to report bullying.
- Always taking children's complaints and reports of bullying seriously.

- Helping children to be confident and articulate.
- Fostering good relationships based on mutual respect.
- The effective use of Circle Time, class assemblies and our PDL Curriculum.

Procedures

When children bully others we:

- Condemn the behaviour not the child.
- Investigate the cause of the behaviour.
- Encourage them to reflect and to realise the effects of their actions.
- Encourage them to apologise and try to make amends.
- Monitor their feelings and behaviour.
- Ensure that they are closely supervised and observed throughout the day.
- Provide appropriate support to develop identified skills e.g. anger management, social skills.
- Discuss the matter with their parents.
- If this is repeated behaviour, we draw up a Behaviour Plan (PLP for behaviour - see Behaviour Policy) with relevant targets.

When children are being bullied we:

- Talk with the child to show we care and believe them.
- Help them to develop strategies for dealing with the situation so they have a greater sense of safety and security.
- Develop their self-esteem.
- Help them to assert themselves appropriately and to articulate their feelings.
- Ensure they know that they have the right not to be bullied.
- Ensure that they are closely supervised and observed throughout the day.
- Find a "buddy" to play with them at playtimes.
- Monitor their feelings and their behaviour.
- Investigate the cause of their behaviour.
- Discuss the matter with their parents.

The role of parents

Parents may be able to detect when a child is being bullied by changes in their child's behaviour at home. Parents should become concerned if their child:

- Is frightened of walking to or from school.
- Is unwilling to go to school, makes excuses.
- Performance or interest in school/learning begins to deteriorate.
- Becomes withdrawn or unhappy.
- Regularly has possessions which are damaged or go missing.
- Frequently has unexplained bruises or scratches.
- Becomes distressed, clings, cries easily or stops eating.
- Has nightmares or begins bed wetting.
- Becomes disruptive or aggressive.
- Is reluctant to say what is wrong.

If parents suspect their child is being bullied, they are encouraged to inform the school as soon as possible, so that we can work together to prevent further unhappiness.

Monitoring and review

The Headteacher will monitor this policy on a day to day basis as necessary.

Consultation

This policy has been agreed by parents, teachers and governors.

Reviewed

October 2018