



Alexandra Infants' School

## **ANTI-BULLYING POLICY**

***“At Alexandra we work towards the healthy and wholesome development of all children at all times”  
“All Learning and Working Together”***

### **CONTEXT**

Alexandra Infants' School is maintained by the Local Education Authority. It serves the Normacot and Longton area, providing education for children between the ages of 3 and 7 years. This policy is linked with Relationships Education, PHSE, Science, KS1 Science and RE (assemblies).

### **POLICY DEVELOPMENT**

The following people have been involved in the development of the Anti-Bullying Policy through a working party: PHSE Leader, Inclusion Leader, Representatives of the Governing Body and Home School Link Worker/parent. Guidelines from the Government/LA and relevant websites were used to develop the Policy.

### **AIMS**

At Alexandra we are committed to provide a safe, caring and supportive environment for all of our children and staff. Bullying is an anti-social form of behaviour that is unacceptable and will not be tolerated. If bullying does occur, all pupils/staff should be able to tell and know that incidents will be dealt with promptly and effectively.

### **WHAT IS BULLYING?**

Bullying is the use of aggression with the intention of hurting another person. There are many types of bullying, three of the most common are:

1. Physical: pushing, kicking, hitting, theft, punching or the use of any form of violence.
2. Verbal: name-calling, sarcasm, spreading rumours, teasing and racist remarks.
3. Emotional/indirect: being unfriendly, excluding, tormenting e.g. hiding books/toys, threatening gestures.

### **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. Pupils who are bullying need to learn different ways of behaving. Schools have the responsibility to respond promptly and effectively to issues of bullying. (Source: [www.kidscape.org.uk](http://www.kidscape.org.uk))

### **SIGNS AND SYMPTOMS**

Children who are being bullied or intimidated may show the following signs:

1. Feels ill in the mornings.
2. Feigns illness.
3. Clings to an adult.
4. Does not want to come to school.
5. Becomes withdrawn and lacking in confidence.
6. Cries themselves to sleep at night and has nightmares.
7. Begins to do poorly in their school work.
8. Has unexplained cuts and bruises.
9. Becomes aggressive, disruptive or unreasonable.
10. Stops eating and is frightened to say what is wrong.

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

### **RESPONSIBILITIES/WHAT CAN WE DO?**

### STAFF:

1. Will make it known to the children that bullying will not be tolerated in school.
2. Will agree a set of class rules with the children.
3. Will model caring and tolerant behaviour towards other students, parents and other staff members.
4. Will deal with all observed or reported incidents of bullying.
5. Will teach the pupils strategies for dealing with a bullying incident through classroom lessons, circle time sessions and assemblies.
6. Will observe pupil behaviour in the classroom and on the playground.
7. Will discourage all forms of bullying.

### CHILDREN:

1. Will feel able to tell if they are being bullied.
2. Will help another child who is being bullied.
3. Will use the strategies taught in school to deal with a bullying incident.

### PARENTS:

1. Will talk to their children about their experiences at school e.g. who did they play with, what did they learn about today?
2. Will teach their child to tell if they are being bullied.
3. Will watch for signs of bullying.
4. Will speak to a member of staff if their child is being bullied or they suspect bullying and NOT approach the child/parent of child themselves.
5. Will work with school to seek a solution.
6. Will show their child caring and tolerant behaviour when interacting with staff, children and other parents.

### SUPPORT:

In school: Head Teacher, Home School Link Worker, Teachers.

Internet: [www.kidscape.org.uk](http://www.kidscape.org.uk) [www.dfes.gov.uk](http://www.dfes.gov.uk) [www.bbc.co.uk/education/schools](http://www.bbc.co.uk/education/schools)

### **STRATEGIES WE WILL USE TO TEACH THE CHILDREN ABOUT BULLYING**

1. Circle time – having discussions about bullying and why it matters.
2. Assemblies – talk about different types of bullying and what to do if you are being bullied.
3. Follow the school Behaviour Policy.
4. Discuss and set class rules for behaviour at the beginning of the academic year.

### **PROCEDURES TO FOLLOW WHEN A BULLYING INCIDENT IS REPORTED**

1. All reports of bullying, no matter how trivial, will be investigated and dealt with by class teachers.
2. A clear account of the incident will be recorded and given to the Head Teacher which will be kept on file.
3. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
4. In all cases parents of bullies and victims will be informed, and if necessary will be asked to come in to school to discuss the problem formally.
5. Procedures will be put in place to help the perpetrator(s) to change their behaviour.
6. The situation/outcome will be monitored.

### **STAFF DEVELOPMENT AND SUPPORT**

The PSHE Leader will attend relevant training on bullying and then disseminate to the staff through staff meetings or INSET training. Support will also be given by the Home School Link Worker.

### **CONFIDENTIALITY**

All children's comments will be treated with confidentiality unless issues of child protection arise, in which case the School's/LA Child Protection procedures will be followed.

### **MONITORING, EVALUATION AND REVIEW**

The school will review this Policy annually and assess its implementation and success. The Policy will be promoted and implemented throughout the school.