



Alexandra Infants' and Alexandra Junior 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). Alexandra Junior School also serves the same area, providing education for children between the ages of 7-11

### 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.

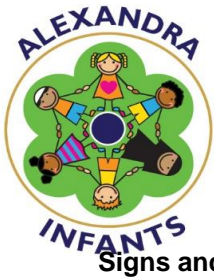
### WHAT IS BULLYING?

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

- 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
- Sexual            unwanted physical contact or sexually abusive comments
- Homophobic    because of, or focusing 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

### 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

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- 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"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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, Behaviour lead, 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. School council implement and review a child friendly policy.
3. Assemblies – talk about different types of bullying and what to do if you are being bullied.
4. Follow the renewed PSHE plan including work on anti-bullying week.
5. Follow the school Behaviour Policy.
6. 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. We have a clear process in school for dealing with allegation of bullying. A bullying allegation for is completed and the type of bullying identified e.g. homophobic. The victim and perpetrator and are spoken to and parents contacted. Strategies are put into place to support the victim and it is monitored closely by a member of the senior team for a two week period. Views are recorded by all parties and documents placed in the bullying log. Reviews take place periodically to discuss if everything is still ok for the victim and that the bullying has ceased.
3. Through the positive behaviour system we hold in school, any incidents are recorded on an ABC form we also record incidents that occur near the school, or on the children's way between school and home. Any adult who witnesses an act of bullying should record it on the blue ABC form. This then enables the school to build up a picture of events over a period of time.

When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim, and punishment for the offender. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. Sanctions for the behaviour are given via the school behaviour policy.

4. In more extreme cases, e.g. where these initial discussions have proved ineffective, the headteacher may contact external support agencies, such as the social services.

#### **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.

### **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
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

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

Alexandra Schools understand that every child has the right to be safe (*as in accordance in with UNCRC article 39*). Teaching about anti-bullying and being reactive to incidents will fulfil the children's rights.

This policy is renewed annually