

Chalfont St Peter Infant School
'Learning Together and Celebrating Success'

Anti-bullying Policy

Any physical or verbal behaviour - whether face-to-face, via third parties or via electronic means such as mobile telephone texting - which is carried out by an individual or a group and is emotionally or physically harmful, repetitive, and leaves the bullied person feeling defenceless is contrary to the School's ethos and its values of respect for all people. Any bullying will not be tolerated. The school is aware, however, that not all types of negative behaviour are bullying, and it is important that the difference between conflict and bullying is recognised.

Bullying can be identified by one or more of the key features:

- The deliberate aim to hurt
- Incidents where individuals feel they have been victimised
- Incidents where the bully is perceived to be more powerful than the victim
- Repetitive actions of abuse e.g. in a continued sequence

Bullying can be:

- Verbal abuse e.g. name calling, threats and insults
- Physical abuse e.g. hitting, slapping, punching and kicking
- Psychological abuse e.g. implied threats, extortion and blackmail
- Racial harassment, including teasing and taunting on the grounds of ethnic origin
- Socially unacceptable behaviour such as spitting, being rude and excluding victims from shared activities
- Organising others to bully by way of threats, rewards, yet remaining distanced from the bullying incidents
- Abuse for which there is no provocation
- Cyber – all areas of the internet, such as e-mail and internet chat, mobile threats by text (and calls). Misuse of associated technology i.e. camera and video facilities

All members of the school community have the right to work and play in an environment where they feel safe and which is free from harassment and bullying.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety and feel valued.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying. The School makes clear each person's responsibilities with regard to the eradication of bullying in our school.

At Chalfont St Peter Infant School we:

- Monitor behaviour that has an effect on standards of achievement
- Regularly monitor and evaluate the quality of learning and school life
- Maintain the ways in which pupils react to school rules and conventions
- Continue the effectiveness of the School's arrangements for promoting good behaviour and relationships
- Acknowledge pupils' and parents' responses to the application of any system of rewards and sanctions
- Ensure measures are taken by the School to prevent and eliminate any bullying
- Maintain the Chalfont St Peter Infant School 'Open Door Policy'
- Regularly use the School's curriculum to tackle any issues related to bullying.
- Promote and reinforce self-respect and assertiveness

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- Recognise and celebrate diversity of pupils i.e. being caring and thoughtful.
- Give pupils responsibilities
- Give pupils support networks, systems and structures that enable them to seek help.
- Encourage playground games which can be shared by everyone
- Provide training to teachers, non-teaching staff, governors and parents who act as voluntary helpers in school on how to tackle problems of bullying
- Evaluate behaviour policies to check that they are effective and amend them as necessary

The role of governors

The Governing Body supports the Head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The Governing Body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Head teacher and asks him/her to investigate the case and to report back to a representative of the Governing Body.

The role of the Head teacher

It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head teacher ensures that all children know that bullying is wrong and unacceptable behaviour in this school. The Head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.

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

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep records of all incidents that happen in their class and outside lesson time.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head teacher, the teacher informs the child's parents.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and appropriate actions for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Head teacher and Special Needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head teacher may contact external support agencies such as the Social Care.

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Teachers receive advice which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

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.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Procedures followed:

Occasional Instance	Repeated Bullying
• Ascertain facts • Educate through PSHCE SESSIONS • Monitor situation • Encourage friendships • Encourage buddy systems • All instances of bullying will be recorded. The sanctions applicable to any type of bullying incident follow Chalfont St Peter Infant School Behaviour and Discipline Policy	• Ascertain facts • Talk to children • Inform all parents • Inform all staff • Create alternative situations including: - ○ 'buddy' ○ access to regular PSHE sessions with children • All instances of bullying will be recorded. The sanctions applicable to any type of bullying incident follow Chalfont St Peter Infant School Behaviour Policy

Monitoring and review

At Chalfont St Peter Infant School we keep a record of all bullying incidents on CPOMS and take appropriate action. Any parental concern about bullying reported to the class teacher is recorded on an Incident Form and actions noted. This concern is then passed onto the Head teacher who, in consultation with the class teacher, decides on the appropriate action to take.

The sanctions applicable to any type of bullying incident follow Chalfont St Peter Infant School Positive Behaviour Policy.

Related documents

Equality Act 2010
DfE guidance Preventing and Tackling bullying
Child protection/ Safeguarding Policy
Positive Behaviour Policy