



Whitehall Nursery and Infant School

Anti-bullying Policy

This policy should be read in conjunction with the Equal Opportunities, Teaching & Learning, and the Disability & Discrimination policies, Behaviour and Rewards Policy

1 Introduction

Bullying is action taken by one or more persons with the deliberate intention of hurting another person, either physically or emotionally.

2 Aims and objectives

- 2.1 Bullying is wrong and damages individuals. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 2.2 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3 This policy aims to produce a consistent school response to any anti-bullying incidents that may occur.
- 2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3 The role of Governors

- 3.1 The governing body supports the Head teacher in all attempts to eliminate bullying from our school and to promote fairness and consistency in the treatment of individuals. This policy statement makes it very clear that the governing body does not tolerate bullying in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2 The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly.
- 3.3 The governing body will respond within ten working days to any request from a parent to investigate incidents of bullying that the Headteacher has failed to resolve or that the

parents are not satisfied with. In all cases, the governing body will assess the Headteacher's investigation before conducting an investigation of their own.

- 3.4 The governing body will respond within ten working days to any allegation made about bullying amongst the staff that the Headteacher has failed to resolve or that staff consider to have not been suitably resolved. In all cases, the governing body will assess the Headteacher's investigation before conducting an investigation of their own.

4 The role of the Headteacher

- 4.1 It is the responsibility of the Headteacher 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 to know how to deal with the incident of bullying.
- 4.2 The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this type of behaviour was wrong, and the consequences of such behaviour.
- 4.3 The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying; relating to both children and adults.
- 4.4 The Headteacher 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.
- 4.5 The Headteacher ensures that there is support for staff who feel that they may have been subjected to unfair treatment, unkindness or bullying within the work place.

5 The role of the teacher

- 5.1 Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that take place in their class and that they are aware of in the school.
- 5.2 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 Headteacher, the teacher informs the child's parents.
- 5.3 We keep an anti-bullying logbook in the Inclusion suite, where we record all incidents of bullying that occur outside lesson time. If any adult witnesses an act of bullying, they should record the event in the logbook and report the incident to the Headteacher. Records will be accurate, not hearsay and are dated, with names, times and places that the incident/s occurred.
- 5.4 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 consequences 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 we endeavour to help the child change their behaviour in future. If a child is involved in bullying other children, we inform the head teacher and the special needs coordinator immediately for the first offence. 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 Headteacher may contact external support agencies such as the Social Services and Behaviour Support Service.

5.5 Teachers may attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

5.6 Teachers attempt to support all children in their class and 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. *See Behaviour Policy*

6 The Role of Parents/Carers

6.1 Parents/Carers 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 or the Head teacher immediately. Parents should understand that in incidents of bullying, it is finding the reasons and solutions, with support for both parties that is the *most important* thing. Not the meeting out of punishments.

6.2 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. Good social behaviour is learned by example and praise.

7 Anti-Harassment/Anti-Bullying

7.1 If staff feel that they are being subjected to harassment, bullying, unfair or unkind words or behaviour they must speak to their line manager to voice their concerns. If the concern or complaint is about their line manager, they must go to the Headteacher. If the concern or complaint is about the Headteacher, they must report to the Chair or Governors.

7.2 If a staff member does not feel that their complaint against a colleague has been resolved adequately by the Headteacher they should take the complaint to the Governors.

7.3 If staff members become aware of any harassment, bullying, unfair or unkind words or behaviour amongst other staff members then they must speak to their line manager about their concerns. The line manager will take it to the Head teacher for investigating.

7.4 For more information about Anti-Harassment and Anti-Bullying amongst staff, please refer to the Human Resources Document which can be found in the policies folder.

8 Monitoring and review

8.1 This policy is monitored on a day-to-day basis by the head teacher, who reports to governors about the effectiveness of the policy on request

8.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this via discussion with the head teacher. Governors analyse information kept on incidents of bullying with regards to gender, age, special educational need, disability and ethnic background of all the children involved in bullying incidents.

Reviewed: Summer 2020