

Whitehall



Nursery and Infant School

Anti-bullying Policy

Introduction

Whitehall Nursery and Infant School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school, whether carried out by a child or an adult. Staff, children and parents or carers will be made aware of the school's position on bullying. Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff. Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then discussed with the Headteacher. A clear account of the incident will be recorded in the behaviour books. All staff will be informed so that close monitoring of the victim and bully can begin. Parents of both parties will be informed.

Whitehall Nursery and Infant School recognises that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our school can help to create safe, disciplined environment, where pupils are able to learn and fulfil their potential.

Policy objectives

- This policy outlines and provides guidance on what Whitehall Nursery and Infant School will do to prevent and tackle all forms of bullying.
- Whitehall Nursery and Infant School is committed to developing a culture where the bullying of adults, children or young people is not tolerated in any form.
- This policy seeks to ensure that the whole school community has a mutual understanding of what bullying is and the detrimental impact it can have on well-being and achievement.

This policy seeks to ensure all staff, parents, carers and pupils work together to ensure a safe learning environment for all and to safeguard pupils who experience bullying.

Links with other school policies and practices

- This policy links with a number of other school policies, practices and action plans including:
 - RHE policy
 - Safeguarding policy
 - Whistleblowing & procedure policy
 - Complaints policy & procedure
 - Online safety and Acceptable use policies (AUP)
 - Keeping Children Safe in Education, September

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At Whitehall Nursery and Infant School, our definition of bullying is:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”

The language used in this definition can be adapted to ensure that the message is understood by even our youngest pupils. For example, “bullying is a *chosen* behaviour which happens more than once, on purpose, and hurts or upsets others”



Why is it important to respond to bullying?

There is considerable evidence to show that bullying has both short term and longer term impact on pupils. Bullying impacts on pupils' wellbeing, can impact on attendance and become a significant barrier to learning. Bullying is associated with lower levels of school engagement and achievement both in primary and secondary schools and can lead to mental health concerns such as anxiety and depression. Bullying is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying.

In our school community:

- Everybody has the right to be treated with respect.
- Everybody has the right to feel happy and safe.
- No-one deserves to be a target of bullying.
- Pupils who bully need to learn different ways of behaving.

National research has shown that some groups of pupils are particularly vulnerable to bullying these include pupils with SEND, looked after children, pupils from minority ethnic groups or faiths, young carers, LGBT pupils and those perceived to be LGBT.

Types of bullying behaviour

Bullying can take many forms:

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

Reporting bullying

At Whitehall Nursery and Infant School, pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe.

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Play leaders

Children are taught that it is important to talk to a trusted adult if anything is upsetting them in or out of school. Parents are also encouraged to report concerns and bullying to their child's teacher or to member of SLT/PSA on the school gate; a meeting may then be arranged to discuss further. We involve children as far as possible in finding solutions.

Our Response to Bullying

If a parent/carer or a child in our care expresses a concern about bullying:

- They will be listened to and their concerns will be taken seriously
- The matters will be investigated by an appropriate member of staff; this may be the class teacher or a member of management.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- Together we will find a way to tackle any issues that are discovered. Communication will serve as a key factor of the investigation for all parties affected.
- Someone will be there to help, support and reassure them; school will identify an appropriate person to offer physical and emotional support to the children involved and will ensure their safety.
- In the event that bullying is taking place, the Headteacher/designated safeguarding lead or another member of leadership staff will be informed and interview all parties involved; the designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- SLT will inform all other staff members of the incident/s to ensure that everyone can contribute to ensuring the safety of our children.
- Support the victim and perpetrator using the restorative approach. The perpetrator will then get an understanding of how their behaviour has impacted others.
- Appropriate consequences and actions will be agreed, and support for individuals will be implemented, in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved.
- Incidents that occur off school site or outside of normal school hours (including cyber-bullying), the school will still investigate the concern and ensure that action is taken.
- A clear and precise account of the incident will be recorded on 'My Concern' by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken. The situation will be monitored and reviewed to ensure it is not repeated.

Online bullying

When responding to online bullying concerns about children, the school will:

- Act as soon as an incident has been reported or identified.
- Notify parents if the bullying is taking place online at home.
- Provide appropriate support for the person who has been bullied online.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.

As we have a no-mobile phone policy in school and there is no facility for children to communicate with each other online in any lessons or free time periods, online bullying can not occur in school. If we become aware of a child involved in it or experiencing it we will notify the parent's immediately, advising them to remove/confiscate electronic devices from their children and search the electronic device.

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- We will inform/liaise with parents/carers of both the bullied and the person engaging in bullying behaviours, ensuring they are aware of the schools plans to deal with the situation.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, and/or a member of the Inclusion Team, Parent Support Advisor or SLT.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).
- Pupils who have perpetrated the bullying will be helped by:
 - Discussing what happened, establishing the concern and the need to change; work together to try and identify a trigger for the bullying behaviour and poor choices.
 - Informing parents/carers to help change the attitude and behaviour of the child.
 - Providing appropriate education and support regarding their behaviour or actions.
 - Issuing a consequence, in line with school behaviour policy; this may include official warnings, removal of privileges (including online access when encountering online bullying concerns), and site exclusions, suspensions or permanent exclusions.
 - Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, Child and Adolescent Mental Health Services (CAMHS) or The Community Safety Team as appropriate.

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

N.Dogan, October 2023

Date to be reviewed: October 2026 unless earlier changes are necessary