

Anti-Bullying Policy

Introduction

This document is a statement of the aims, principles and strategies to prevent bullying at Canvey Island Infant School and Nursery.

It has been developed in consultation with all members of staff, approved by the Governing Body and will be reviewed in three years or sooner, if required.

Rationale

At Canvey Island Infant School and Nursery we will not tolerate bullying of any kind. We believe it is everyone's right to work and learn in a safe and nurturing environment where they can achieve their best without fear of persecution and, through the implementation of this anti-bullying policy, we endeavour that this will be the case for all children and staff.

Definition of bullying

Bullying is deliberate, targeted, hurtful behaviour which is knowingly repeated ***over a period of time***.

It can be difficult for victims to defend themselves against and may be apparent in a number of different forms:

- Physical – eg hitting, kicking, taking others' belongings.
- Emotional – eg being unfriendly, excluding or tormenting.
- Verbal – eg name calling, making insulting or offensive remarks, spreading rumours.
- Indirect – eg exclusion from social groups.
- Racist – eg racist taunts, graffiti, gestures.
- Sexual – eg unwanted physical contact or sexually abusive comments.
- Homophobic – eg because of, or focusing on the issue of sexuality.
- Cyber – eg all areas of the internet, such as e-mail or social media misuse, mobile threats by text messaging or calls, misuse of associated technology, ie camera and video. (Please also see the school's E-safety Policy)

Aims

To ensure that:

- ✓ We promote a school climate where bullying behaviour is unacceptable and will not be tolerated and that this is clear to all children, parents and staff.
- ✓ All staff, governors and parents are aware of our behaviour and anti-bullying policies and know how to respond to a bullying incident.
- ✓ Everyone at the school is fully engaged in developing and reviewing anti-bullying work.
- ✓ Every child and member of staff feels confident to report unacceptable behaviour to an adult.
- ✓ Support systems are in place to prevent and respond to bullying.
- ✓ Parents are confident that the school will take any complaint about bullying seriously and

Investigate and resolve as necessary.

- ✓ All children and staff are clear about the roles they can take in preventing bullying, including the role of bystanders.

Strategies employed

1. In our School

- ✓ Discussing bullying through circle time sessions, as part of the school council agenda and via staff meetings.
- ✓ Using effective recording systems.
- ✓ Listening carefully to children and adults to ensure they have opportunities to communicate worries.
- ✓ Developing multi-agency work to ensure staff, children and families receive the support they need.
- ✓ Involving parents as soon as a problem concerning a child becomes apparent.
- ✓ Ensuring all staff members are competent in identifying bullying and are able to respond appropriately following the school policy.
- ✓ Regularly including anti-bullying as part of an assembly focus.

2. For children and staff who experience bullying

- ✓ Ensuring everyone has the opportunity to be heard.
- ✓ Ensuring everyone knows how to report bullying concerns and have confidence to do so.
- ✓ Ensuring everyone feels confident that bullying in school will deal with effectively.
- ✓ Identifying ways to make the child or member of staff feel safe in the future (eg adult support, buddying systems).
- ✓ Identifying ways in which to help the child or member of staff feel confident and resilient to bullying in the future (self-esteem input, circle times, counselling)

3. For children and staff who engage in bullying

- ✓ Sanctions are put into place to ensure that the child or member of staff is accountable for their actions.
- ✓ In the case of a child bully, this may also mean that he/she is restricted from activities until it is felt they are able to behave in an acceptable way and all others feel safe and free from bullying or harassment.
- ✓ In the event of a member of staff being the bully, he/she will be subject to an official reprimand and, in a severe case, dismissed. (See Code of Conduct)
- ✓ Ensuring steps are put in place to try and repair some of the harm they have caused.

Dealing with a serious incident

For all bullying

For bullying which results in a serious incident, the precise account of what has happened should always be reported to the attention of the Headteacher or Deputy Headteacher. A logged account of this incident is kept in the Headteacher's room.

For bullying by a child

- ✓ Parents of both the 'bully' and the 'victim' are to be involved in resolving the conflict as soon as possible.

- ✓ Neither child is to be named to the other child's parents unless permission is gained from the 'victim'.
- ✓ The issue is discussed in full with the parents with the aim being to find an agreeable solution as soon as possible.
- ✓ Children are reminded that bullying is unacceptable.

For bullying by an adult

- ✓ See 'Code of Conduct'

Bullying of children outside the school premises:

- ✓ The school is not responsible for any incidents which occur outside the school grounds
- ✓ The school encourages children not to suffer in silence. Where bullying is deemed to be taking place outside the school premises, parents are advised to contact the police, community warden or a relevant parent support service.
- ✓ If bullying is said to be taking place between a CIIS child and a child from another school the Headteacher will liaise with the other relevant Headteacher in an effort to resolve the situation.

Monitoring & Evaluation

Records are kept of any incidents deemed to be within the bullying spectrum. These records are analysed and any reports of bullying are fed back to the full governing board via the Headteacher's Report*.

*Names of individuals are not reported.

SD March 2022