

ANTI-BULLYING POLICY

RATIONALE

College Park Infant School has undertaken to provide a secure environment where all pupils can feel safe and thrive. Bullying behaviour is therefore unacceptable and will always be taken seriously.

“Bullying” can be a very emotive term, therefore we believe it is vital to identify what we at College Park understand by this. There are many definitions of bullying but most have 3 things in common:

- *it is deliberately hurtful behaviour*
- *it is repeated over a period of time*
- *it is difficult for those being bullied to defend themselves*

DFE 1994

“A person is bullied when he or she is exposed regularly and over time to negative actions on the part of one or more persons.”

Olweus 1984

“Bullying is long-standing violence, physical or psychological, conducted by an individual or a group and directed against an individual who is not able to defend himself in the actual situation.”

Roland 1989

“Bullying is behaviour which can be defined as the repeated attack, physical, psychological, social or verbal, by those in a position of power, which is formally or situationally defined, on those who are powerless to resist, with the intention of causing distress for their own gain or gratification.”

Besag 1989

Bullying can take many forms but 3 main types are:

- Physical – eg. hitting, kicking, taking belongings
- Verbal – eg. name-calling, insulting, racist remarks
- Indirect – eg. spreading nasty stories, excluding someone from social groups

Whilst this policy mainly concerns itself with pupil-pupil bullying, it acknowledges that other parties/bullying relationships may exist:

staff-pupil
staff-staff

pupil-staff
parent-parent

parent-staff

staff-parent

parent-pupil

PURPOSES

- To ensure all pupils feel secure and safe.
- To promote a sense of community where all are valued.
- To deal sensitively with the victim and the person/s who has been bullying.
- To encourage acceptable, caring behaviour.
- To encourage pupils to behave in a responsible way.
- To encourage a whole school approach involving pupils, staff and parents.

PROCESSES

- Reference should be made to the school's policies on behaviour management and the playground and, if necessary, reference made to the home/school agreement. Also reference may be made to other documentation and information on bullying, held within the school.
- The school will provide an environment where incidents can be reported confidently and confidentially.
- The victim who has been bullied will be helped to feel safe.
- All pupils, staff and parents will know that bullying is taken seriously.
- Teachers will respond calmly and consistently to incidents of bullying.
- All parties will be protected and supported while the issues are resolved.
- The person/s who have bullied or colluded, will be encouraged to behave in a more acceptable manner.
- Interventions will be monitored and followed up in an appropriate manner at individual, group or whole school level.
- Parents will be involved wherever possible.
- Circle time should be used for promoting anti-bullying in the school.
- There are FIVE vital stages

These five stages are outlined in this policy as follows:-

THE FIVE STAGES:

1. Be Available: Break the code of secrecy. Make it known that you are ready to listen. Provide immediate support.
2. Listen to the Victim: Ask the victim who was involved and how she/he is feeling.
3. Record: In more serious cases ensure the incident is recorded and that reports are collated (PCC form for recording Allegations of Bullying).
4. Respond: Ensure that your response is non-aggressive and provides a model of positive behaviour. Identify pupils with a long term need, requiring a development programme.
5. Follow Up: Review progress and evaluate policies and intervention.

REVIEW

WHEN :- Annually when reviewing the policy for Behaviour Management

BY WHOM :- All staff then referred to the governors' Welfare Committee.

AGREED : - October 2009