

 <p>Upminster Infant & Junior Schools WE LEARN AND GROW TOGETHER</p>	Name of School	Upminster Infant & Junior Schools
	Policy Reviewed Date	October 2018
	Next review Date	October 2020
	Reviewed By	Ilene Zweistra

Anti-Bullying Policy

Rationale

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Definition

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups).
- Cyberbullying (nastiness via text/email/social media)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

Aims

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through a clear school policy on Personal and Social Development
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.

Prevention

The following steps will be taken to try to prevent bullying in the school:

- Regular assessments of bullying to determine how often bullying occurs, where it happens, how pupils and adults intervene and whether our prevention efforts are working
- Engage all stakeholders to send a unified message against bullying
- Ensure policies and procedures are up to date and followed correctly
- Establish a school culture of acceptance, tolerance and respect.
- Use staff meetings, assemblies, class and parent meetings, newsletters to families, the school website, and the student handbook to establish a positive climate at school.
- Reinforce positive social interactions and inclusiveness.
- Educate pupils and school staff - Build bullying prevention material into the curriculum and school activities. Train teachers and staff on the school's rules and policies. Give them the skills to intervene consistently and appropriately.

Procedures

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded.
- The class teacher will interview all concerned and will record the incident.
- A bullying log will be started – this is kept on an online system called CPOMs.
- Parents will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the Behaviour and Discipline policy.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Being offered mentoring sessions

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Staff Responsibilities

- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible
- To take appropriate action, or refer the matter to the Headteacher for further action.
- To record and inform parents of bullying incidents.
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying.
- To foster by example the values we as a school believe in.
- To promote the use of interventions which are least intrusive and most effective.
- To record incidents of bullying using the online system CPOMs.

- To update the 'actions' section regularly for monitoring purposes.

Monitoring, Evaluation and Review

The school will review this policy annually and should be read in conjunction with the Safeguarding Policies and Procedures.

Policy prepared by: A.Edgcombe

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