

WINTERBOURNE NURSERY & INFANT SCHOOL



ANTI-BULLYING POLICY

**Agreed by governors:
Next review:**

**22nd May 2018
September 2019**

LEGAL REQUIREMENTS

“Under section 22 of the Education (No. 2) Act, Headteachers are responsible for maintaining acceptable standards of discipline and regulating the conduct of pupils. Section 1 of the Education Reform Act 1988 requires schools to offer their pupils a balanced and broadly based curriculum which promotes their spiritual, moral, cultural, mental and physical development. Schools are expected to uphold certain values including those which reject bullying and cruelty.” Guidelines for teachers and all support staff in establishing effective anti-bullying policies in school.

BACKGROUND INFORMATION

Winterbourne Nursery and Infant School have approximately 488 children on roll who come from the residential areas of Thornton Heath, Norbury and Croydon. Within each year group there are identified pupils with special educational needs.

AIMS AND OBJECTIVES OF THE SCHOOL ANTI-BULLYING POLICY

Winterbourne Nursery and Infant School will offer pupils a balanced and broadly based curriculum which, according to section 1 of the 1988 Education Reform Act, will:

- promote “the spiritual, moral, cultural, mental and physical development of pupils at the school and of society”
- and prepare “such pupils for the opportunities, responsibilities and experiences of adult life”

The school will aim to:

- reduce the incidence of bullying in this school
- create a safe environment for all pupils and staff

The school will work towards these aims in partnership with the parents, children, staff and governors. The aim of the anti-bullying policy is to clarify the system of dealing with a bullying incident and outline the content and manner in which anti-bullying education will be delivered in this school.

Other school policies which have relevance to the anti-bullying policy are:

- PSHE & Citizenship Equal Opportunities
- Child Protection
- Behaviour
- Health and Safety
- Sex and Relationship education
- Special Needs
- Drug Education

Objectives:

- To ensure that there is an effective system of monitoring bullying incidents in place
- To provide guidance on how bullying incidents should be responded to.
- To set out a programme of awareness raising and education on the issue with both staff and pupils

MORAL AND VALUES FRAMEWORK

The school believes that all staff and pupils have the right to feel safe and secure in the school environment. The school encourages the following values:

- respect for self
- respect for others
- responsibility for their own actions
- responsibility for their family, friends, school and wider community

EQUAL OPPORTUNITIES

This school is committed to working towards equal opportunities in all aspects of school life. All resources used will support this commitment.

GUIDELINES OF HOW INCIDENTS ARE RESPONDED TO

The school will treat seriously all incidents which are brought to the attention of the staff. The victim will be listened to. A record of the incident will be documented and appropriate actions will be taken.

Parents/guardians will be notified and kept informed.

Witnesses will be interviewed and a record made.

The perpetrators will be interviewed and a course of action will be decided dependent on individual circumstances.

OUTLINE OF MONITORING PROCEDURES

Records will be kept of all reported bullying incidents by the Deputy Head who will provide support to pupils and, together with the parent teacher subject leader, liaise with parents. An observation in the record will be made as to how these facts were obtained e.g. hearsay, gossip, observation, the age and gender of all pupils involved, the nature of the incident and type of response made. The green folder will be regularly monitored and follow up interviews with pupils will be implemented.

A factual brief summary of the incident will be placed in the victim's and bully's files. These records can be accessed by the Leadership Team and are available for viewing on an appointment basis. These files will be held according to school policy.

CONTENT

The anti-bullying education programme will:

- provide information that is relevant and appropriate to the age and developmental stage of the pupils
- develop skills of assertiveness, communication and effective dialogue in relationships, enabling pupils to deal with conflict and feelings eg anger
- encourage the exploration and clarification of values and attitudes, rights and responsibilities
- foster self esteem, positive self-image and confidence
- social skills groups, one-to-one support.

Topics and themes will be revisited taking account of the pupils' development.

The content of the anti-bullying education programme will be based on the recommendations by the LA and address:

- feelings and relationships
- personal safety
- lifestyles and culture
- growing up

ORGANISATION

Anti-bullying education will be co-ordinated by the PSHE subject leader in close co-operation with senior management.

Delivery will be:

- as topics
- addressed occasionally in assembly time
- through planned visits from parents and younger and older siblings
- through pastoral time
- through circle time
- through story time

Active learning methods which involve pupils' full participation will be used.

The resources used will be available for parents to view at an annual parents meeting. Individual parents can also view resources by contacting the school. Winterbourne Nursery and Infant School is committed to working towards equal opportunities in all aspects of school life. All resources and teaching methods used will support this commitment.

OTHER APPROACHES TO BE USED

A friendship stop has been identified in the playground and a buddy system has been introduced.

All individuals working with pupils work within the school's moral framework. The school staff and school nurse will be used to support pupils as appropriate.

THE ROLE OF OUTSIDE AGENCIES AND PROCEDURES FOR THEIR INVOLVEMENT

Outside agencies will be used to support and assist the teachers in the development of the classroom based work and on a one to one basis. They will be required to work within the school's moral framework outlined earlier. Every individual who has contact with the pupils will be police vetted.

CONFIDENTIALITY

Pupils will be made aware that some information cannot be held confidential and that their best interests will be maintained.

DISCLOSURE OR SUSPICION OF POSSIBLE ABUSE

Winterbourne Nursery and Infant School has a Child Protection policy and procedure for dealing with child sexual abuse based on the LA guidelines and recommendations. This policy is available on request.

HIV/AIDS

The school follows the procedure outlined by the Council with regard for supporting pupils or staff infected or affected by HIV/AIDS (see relevant document).

CONSULTATION WITH PARENTS/GUARDIANS

Parents/guardians will be notified and kept informed.

The parent teacher co-ordinator will be informed of all bullying incidents. He/ She will be involved in parent/guardian liaisons and kept regularly updated.

COMPLAINTS PROCEDURES

Any complaints about the anti-bullying procedures or programme should be made to the Deputy Head who will report to the Headteacher and governors via the Headteacher.

DISCIPLINARY PROCEDURES

The school will handle each case individually recognising that the future of the pupils involved could be affected by the decision and subsequent action employed.

INCIDENTS OUTSIDE SCHOOL

The procedures laid out in this policy equally apply to any incidents off school premises where the pupil/s are involved in school activities. Incidents outside school will be dealt with by the police. Parents will notify the school so that staff are aware of the situation.

DISSEMINATION OF THE POLICY

All staff members and governors will receive a copy of this policy. Several copies are available for loan from the secretary's office on request. A short summary of this policy will be included in the school prospectus.

EVALUATION, MONITORING AND REVIEW

Possible success indicators which will indicate the effectiveness of the programme will include fewer reports of bullying

- fewer pupils reporting that they bully others
- more pupils reporting that they feel the school is trying to do something to reduce and prevent bullying
- more pupils feeling that there is less bullying in school
- more staff responding to bullying behaviour.

Feedback from staff, parents and pupils will indicate the effectiveness of the school's policies and procedures.

Reviewed January 2018