



Anti-Bullying Policy

Etherley Lane Nursery and Primary School Federation

AIMS

At Etherley Lane Nursery and Primary School Federation we aim to:

- Develop an ethos in which bullying is unacceptable
- Put in place systems of identification and support to deal with bullying issues
- Create a safe and secure environment where all can learn without anxiety
- Respond quickly and consistently to any bullying incidents
- Make all those connected with our school aware of our zero tolerance of bullying
- Make clear each person's responsibility with regard to the eradication of bullying in our school

INTRODUCTION

At Etherley Lane Nursery and Primary School Federation we believe that every child has a right to:

- Receive respect from others and give respect to everyone
- Speak and be listened to
- Have the freedom to choose
- Be safe and secure

DEFINITION

Bullying can be described as any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power.

The three main types of bullying are:

- Physical

This includes hitting, kicking, scratching and the taking or deliberate damaging of property.

- Verbal

This includes name calling, insulting or discriminatory remarks (racist, sexist, homophobic, biphobic or transphobic), teasing, threats and extortion or sending nasty notes, text messages, emails etc.

- Indirect

This includes ostracising or the spreading of nasty stories about someone and social exclusion of an individual.

Racist, sexist, homophobic, biphobic or transphobic harassment involves the same kind of behaviour directed against someone because of their culture or identity, their gender, gender identity or sexual orientation.

STRATEGIES FOR IDENTIFYING BULLYING

Bullying can be difficult to identify because it is often subtle, covert and rarely witnessed by adults. However, some of the warning signs can include:

Individual signs

- Sudden mood swings
- Loss of belongings
- Requests to be accompanied to and from school
- Bedwetting
- Nail biting
- Nervous tics
- Sleep walking
- Flinching
- Underachievement
- School refusal
- Temper flare ups
- Physical marks
- Avoidance of certain days
- Psychosomatic illness

Whole school signs

- Graffiti
- Frequent name calling
- Poor attendance
- Pupils appearing to be afraid
- Social exclusion
- Pupils being alone at break times
- Pupils not willing to approach adults

STRATEGIES FOR DEALING WITH BULLYING

At Etherley Lane Nursery and Primary School Federation there are five key principles that underpin our procedure for dealing with bullying. These are:

- Never ignore suspected bullying
- Don't make assumptions
- Listen carefully to all accounts
- Adopt a problem solving approach
- Follow up shortly after the intervention and some time after to check the bullying hasn't resumed

As a school we play a proactive approach in promoting anti-bullying. During the second half of the autumn term we hold an anti-bullying week to coincide with National Anti-Bullying Week. During this time we have a whole school focus on 'Say No to Bullying!' There are also times, throughout the year, where we welcome visitors to lead assemblies who might offer support to victims of bullying, e.g. Childline, NSPCC. The school is recognised as an Educate & Celebrate school for LGBT+Inclusion, which supports anti-bullying work.

Staff and pupils play a part in promoting anti-bullying. Our lunchtime supervisors use our traffic light system to report any sign of bullying or associated behaviours to the Senior Leadership Team.

If, on any occasion, bullying is suspected of taking place the following procedures should be adhered to:

- Discuss the incident with the victim
- Identify the accused bully/ies
- Obtain witnesses if possible

- Advise the Senior Leadership Team
- Confront the bully/ies to investigate
- If allegations are substantiated implement sanctions appropriate to the incident
- Inform the Head Teacher/Deputy Head Teacher
- Inform the parents of the victim and the bully of the details

WORKING WITH PARENTS

At Etherley Lane Nursery and Primary School Federation we believe in the importance of working in partnership with parents. As such, we ensure that our staff understand the value in meeting and communicating with parents regularly to discuss any concerns. Parents should make contact with the class teacher initially whenever they have any concerns. The class teacher may decide to involve colleagues in any discussions depending on the nature of the concerns, e.g. SENCo for SEND.

When responding to parents, it is important to listen to and write down concerns raised. In order to prevent a misunderstanding, staff are encouraged to read back any concerns as they understand them. Parents should be reassured and explained that an investigation will take place. Under no circumstances should a parent be informed of an outcome prior to the member of staff investigating the incident(s).

ROLES AND RESPONSIBILITIES

STAFF:

It is the collective responsibility of all staff members including lunchtime supervisors, admin staff, teaching assistants and teaching staff to:

- Report any concerns about incidents which could affect the health or wellbeing of anyone in the school to the Head Teacher or Deputy Head Teacher
- Encourage and promote anti-bullying through directly or indirectly
- Listen to any child or parent that has any concerns including those related to bullying incidents
- Follow the procedures outlined in this policy when dealing with any suspected incidents of bullying

SENIOR LEADERSHIP TEAM:

It is the responsibility of the Senior Leadership Team to:

- Ensure that the anti-bullying policy is implemented in school and shared with all stakeholders

- Promote anti-bullying in various ways, e.g. through timetabled assemblies, through conversations with children and through display work
- Report to the Governing Body, as necessary, on any bullying issues
- Liaise with the Local Authority, as necessary, if a period of fixed term or permanent exclusion is required
- Support staff in dealing with bullying incidents and meet with parents as necessary to support the actions of staff members
- Keep accurate records of all bullying incidents

GOVERNORS

The Governing Body will:

- Support the Head Teacher in attempts to eliminate bullying from Etherley Lane Nursery and Primary School Federation
- Monitor the incidents of bullying that occur and review the effectiveness of this policy through discussion at Governing Body meetings

PARENTS/GUARDIANS

The parents/guardians will:

- Raise any concerns that they may have with their child's class teacher
- Support the actions of the school when carrying out investigations/dealing with any incidents
- Promote the anti-bullying work that the school does by sharing in conversations about this at home

CHILDREN

The children will:

- Treat others with courtesy and respect at all times
- Not bully another person in any way
- Respect the differences between themselves and others
- Talk to an adult immediately if they are worried about bullying

MONITORING & REVIEW

The Anti-Bullying Policy is reviewed on an annual basis through consultation with all stakeholders.

The Head Teacher monitors the effectiveness of this policy on a regular basis and reports to the Governing Body as appropriate, including making any recommendations for improvement.

A variety of records are held in school regarding behaviour. These include records of yellow/amber cards held by class teachers and red cards held by the Senior Leadership Team. If relevant, notes from meetings with pupils and parents are stored. Any information, which might relate to Child Protection, is stored with the Designated Safeguarding Lead (DSL).