

SPIRE NURSERY & INFANT SCHOOL

ANTI-BULLYING POLICY

Updated September 2013

1. Aims

- To be a caring school where all our pupils and staff support and care for others.
- That school should be a safe and happy place for children, a place they can learn without fear.
- That staff are happy in their workplace.

2. Definition of Bullying

Bullying is a form of aggressive behaviour by one person or a group of people against others. This is usually hurtful and deliberate, often persistent and systematic, sometimes continuing for weeks, months or even years. It is difficult for those being bullied to defend themselves for various reasons.

- Bullying can be verbal, psychological or physical
- It occurs over a period of time rather than being a single aggressive act
- It centres around an imbalance of power

We do not expect anyone to upset anyone else by.....

- Calling people hurtful or insulting names
- Saying nasty things about a person's race, religion, family, home, disability, appearance or gender.
- Leaving them out or ignoring them
- Hurting them physically - hitting, pushing, tripping, pinching, biting or kicking
- Taking money or belongings
- Threatening them that you will do something bad to them

3. Statement of Intent

- Any type of bullying is not acceptable at this school.
- The school will take action to give support to people who are bullied and to help bullies improve this behaviour
- It is up to every member of the school community to play their part in stopping bullying.

4. Supporting Systems

We intend to achieve our aims through the following processes:-

- Any reported incidents of bullying will be taken seriously
- Action will be taken to stop the bullying
- Having a whole school approach for managing behaviour
- Having a whole school and class reward system based on positive behaviour
- Emphasising pupils collective responsibility to help others
- Using co-operative group work frequently in lessons
- Themes pursued through assemblies, P.S.E and topic work
- Ensuring good models of behaviour set by adults throughout the school
- Guidance for non teaching staff to encourage positive playground behaviour from pupils
- Encouraging pupils to be open and honest regarding incidences of bullying
- Working with parents via the Home School Agreement and the School Discipline Plan

If bullying behaviour persists, despite the above approaches, the Headteacher and Governing Body will consider exclusion.

5. The Rights of the Individual

- No-one deserves to be bullied
- People have the right to live their lives in peace and safety
- People have the right to be different and take pride in themselves as individuals
- You have the right to tell someone if you are being bullied

Bullying – Possible Signs in Young People (Information for Parents)

- Be frightened of walking to or from school
- Be unwilling to go to school
- School work deteriorates
- Become withdrawn, start stammering
- Become distressed, stop eating
- Cry themselves to sleep
- Have nightmares
- Have unexplained bruises, scratches, cuts
- Have their possessions go missing
- Refuse to say what's wrong

If you know or suspect that your child is being bullied

Talk calmly through the circumstances of the bullying with your child and find out what might have caused the problem. However, if your child is upset or hurt, it is a serious problem and deserves your serious attention. Whatever the problem, please contact the school.

If your child is reluctant to tell anyone at school we would strongly urge you to contact the school and report the matter yourself. Telephone school and make an appointment to see someone. We are used to dealing with many issues in a sensitive, and wherever possible, confidential way.

Please do not encourage your child to fight back - it can lead to all sorts of other problems and it is not a method of dealing with bullying which is acceptable to the school. Even if successful, it is only a short-term solution and will not stop the bullying starting on someone else or prevent your child from being victimised by another, stronger bully. Fighting back will not help us to offer proper support to victims or to change the behaviour of the bullies.

Bullying: Possible Signs in Young People (Information for Staff)

Members of staff and other might notice that children may show:

Under achievement or change in achievement and attitude:

- Lack of concentration in class
- Unhappy to work in class

Personality changes:

- Unhappy
- Snappy or nervous
- Tired
- Tearful
- Depressed and/or frequently feeling ill
- Lack of confidence

Body language:

- Jumpiness
- Fear of physical contact
- Nail biting or other obsessive behaviour
- Distracted

Everyday things:

- Late for school
- Mislaid belongings
- Bruises and cuts

SAY "NO" TO BULLIES !!