



Inspire Learning, Ignite Curiosity

Marlow C of E Infant School Anti-Bullying Policy 2023

Then God said, "Let us make humankind in our image, in our likeness" Gen 1:26

Rationale

At Marlow Church of England Infant School our curriculum aim is to inspire learning and ignite curiosity, within a welcoming Christian and spiritual community.

This bible verse above underpins our Christian vision. It tells us that every individual is created in God's image and so this leads us to conclude that everyone is precious and valuable. As a result of this we focus on treating everybody with respect and dignity because we acknowledge their God given value and unique identity.

To help us achieve our vision we concentrate on:

- Embracing the uniqueness of everybody and being inclusive of all
- Empowering all to be enthusiastic learners
- Ensuring that every child feels nurtured, supported and safe
- Enriching learning through progressive teaching methods and technology
- Being responsible to and for society
- Being good citizens of the planet
- Embodying a Christian and spiritual community
- Being guided by our values of respect, kindness, perseverance, forgiveness, thankfulness and service

Marlow C of E Infant School believes that in order to enable effective teaching and learning to take place, good behaviour in all aspects of school life is necessary. Pupils need to feel safe, secure and happy to take be able to learn effectively. As a school we support the rights of children and these rights are encompassed in the UN Convention of the Rights of the Child. This is reflected in this policy by Article 19 '*You have the right to be protected from being mistreated, in body and mind*' and Article 28 "*Children have the right to go to school and receive a good quality education.*"

Bullying of any kind is seen as unacceptable and will not be tolerated at our school.

What is Bullying?

Bullying is any behaviour that is persistent and has the deliberate intention of hurting, threatening or frightening another person or group of people emotionally or physically. Bullying results in pain and distress to the victim.

Bullying can be:

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| • Emotional | Repetitively being unfriendly, excluding, and tormenting (e.g. hiding books, threatening gestures). |
| • Physical | Repetitively pushing, kicking, hitting, punching or any use of violence. |
| • Racist | Racial taunts, graffiti, gestures. |
| • Verbal | Repetitive name-calling, sarcasm, spreading rumours, teasing. |

A single incident of verbal, physical or emotional unkindness is usually a sign of children 'falling out' and is dealt with in line with our Behaviour Policy.

Raising Awareness

The school strives to ensure that children are aware which types of behaviour are acceptable and which are not. We are proactive in creating opportunities for the children to reflect on how to develop strong relationships with others. Adults support pupils to understand the impact their words and actions have on others:

- Through school worship and in class learning children learn about the school values and how to demonstrate them in their day to day lives. The values of respect, kindness and forgiveness are particularly pertinent to learning about how to interact with others.
- Through the participation in Anti Bullying Week where children learn what bullying is and participate in a range of learning activities to develop awareness about how unacceptable bullying is
- Rights Respecting Ambassadors lead whole school worship to raise awareness of what bullying is and demonstrate through role play how important it is to ensure that pupils do not participate in bullying behaviours.

Signs of Bullying

Possible signs of bullying are when children are:

- Unwilling to come to school
- Wanting to change route to school
- Starting to under achieve at school
- Coming home with belongings damaged or losing possessions/money
- Asking for money or stealing
- Coming home hungry or not eating properly
- Becoming withdrawn, beginning to stammer, crying at night
- Having unexplained bruises and scratches
- Refusing to say what's wrong or giving improbable excuses

Strategies for Preventing Bullying

We believe that prevention is better than a cure and therefore in order to discourage, combat and deal with incidents of bullying, the staff and pupils where appropriate will:

- Encourage non-aggressive behaviour
- Monitor the integration of new pupils
- Empower pupils to deal appropriately and promptly with unwelcome behaviour
- Ensure that pupils know the routes for reporting incidents
- Ensure that all pupils have someone in whom they can confide
- Ensure that pupils feel supported if they tell of incidents without fear of retribution
- Provide appropriately aged pupils with access to a "worry box" in each classroom which is confidential and is acted upon promptly
- Make a written record of any incidents which occur
- Make clear the school's policy to pupils, parents, teaching and non-teaching staff
- Discuss the issue in broad terms in Collective Worship, RE and other curriculum areas and provide time to encourage confidential writing
- Involvement in Anti-bullying week with Rights Respecting School Ambassadors leading collective worship with an anti- bullying theme.
- Identify any area where bullying may take place
- Help bullies to be aware of the consequences of their actions

Whole school Approach

We believe that our caring and supportive ethos is our most important anti-bullying tool. We foster an atmosphere where adults and children are encouraged to share concerns and know that they will be taken seriously. Punishing bullies does not end bullying. We stress that it is the bullying behaviour rather than the child doing the bullying, that is not liked.

We positively encourage all children to take responsibility for their behaviour and its consequences and to make a commitment to take action to end the bullying and provide appropriate support for the bullied child.

Our Anti-bullying Policy and practice includes a range of strategies adapted to suit particular incidents through a whole school approach including:

- Incidents are taken seriously, investigated and if necessary, acted upon, following the clearly defined procedures in this policy
- Monitor incident books to identify patterns of behaviour
- Use of sanctions – these might include: removal from class, isolation during play and lunch breaks, withholding participation in non-curricular activities, fixed term periods of exclusion.
- Involving parents at an early stage when children have bullied or are being bullied.
- Working with parents and carers to promote good behaviour, encourage involvement in promoting the school ethos, and clarifying the school's approach to bullying
- Seeking advice from external agencies when there are serious concerns about an individual's emotional and behavioural needs (see Special Educational Needs Policy)

A child who is bullying

Verbal abuse (name calling, use of threatening words, nasty ways of speaking to others). In line with the school behaviour policy:

- The first time the child is caught he/she will be warned
- The second time they are caught they are warned again but this will receive a sanction in line with Step 2 of school behaviour policy which may include loss of break or lunchtime play
- After a third incident the child's parents are informed and there is a further appropriate sanction in line with Step 3 of the school behaviour policy.
- If there is a fourth incident the child's parents are called into school and a behaviour plan is put into place. The child will also be isolated from other children at breaks and lunchtimes for one week.
- If there have been two behaviour plans reviewed and not all objectives have been fully achieved a PSP (Pastoral Support Programme) will be put in place following county guidelines to help prevent the individual's behaviour deteriorating further. Parents are made aware that the child is now at a stage where they are at risk of exclusion
- Relevant outside agencies will be contacted to be involved in supporting the school and children.

Physical abuse, in line with the behaviour policy:

- The child will be removed from other children until the incident has been investigated.
- Parents will be called into school and a behaviour plan will be put in place.
- The child will be kept away from other children at break and lunchtime for a specified amount of time.
- If the child breaks the behaviour contract there is a risk of exclusion.

All incidents and warnings issued about bullying will be recorded.

Any act of violence may result in a fixed term exclusion from school.

At all stages, investigation into what might be behind a child's bullying behaviour will occur. Support, additional learning and/or counselling will be offered to help the child to resolve their bullying behaviour.

Support for the child who is bullied

We will:

- Allow children the space and time to report incidents without feeling they are being doubted
- Make it clear that no bullying of any kind is tolerated
- Make sufficient time to listen carefully and then carefully and sensitively question to clarify the problem
- Inform parents and set up a support programme and the time scale for reviewing situation
- Implement support programme
- Meet to review situation

Reporting and Recording

Reporting cases of bullying follows the process outlined in the Behaviour Policy. Identified cases of bullying are recorded on CPOMS by the relevant Assistant Headteacher, who will lead, supported by the SENCO and/or the Headteacher, investigations and put in place strategies and support for the child(ren) who is (are) bullying and those being bullied. All actions and impact of these actions are recorded on CPOMS and to the Governing Body through the termly Headteacher's Report.

Links with other Policies

This policy links with a number of other school policies including:

- Behaviour Policy
- Equalities Policy
- Online Safety Policy

Policy Monitoring and Review

This policy will be reviewed annually

Policy reviewed: September 2023

Date for next review: September 2024