

# **Stocksbridge Nursery Infant School**



## **Anti-Bullying Policy**

November 2020



The children defined bullying as ‘hurting others with words or actions over and over.’ Whether this is intentional bullying (purposefully carried out by the perpetrator to cause harm to the recipient) or unintentional bullying (perpetrator has not set out to cause harm but harm is the result for the recipient).

### **Introduction**

We recognise that bullying/anti-social behaviour is a problem that occurs in all walks of life and that in the school environment it can be found amongst pupils, staff, and parents / carers.

We accept that it is the responsibility of the **whole school community** to eradicate all aspects of bullying/anti-social behaviour by promoting and ensuring a caring, open, and respectful ethos.

### **Behaviour that Constitutes Bullying (Government policy definition with examples from KIDSCAPE”)**

behaviour that is:

- Repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- Physical pushing, kicking, pinching, any forms of violence and threats.
- Verbal name calling, sarcasm, spreading rumours, persistent teasing, swearing, embarrassing comments, teasing.
- Emotional tormenting, threatening of any type, ridicule, humiliation, exclusion from groups or activities (threatened or actual).
- Racist racial taunts, graffiti, gestures.
- Sexual unwanted physical contact, abusive, homophobic, transgender, transsexual, and sexist comments.
- Religious name calling, torment, mockery, offensive comments, exclusion.
- Cyber the use of email and internet chat sites; for example, Facebook or Tic Tok, text messages, twitter and a range of others, to cause or threaten harm and /or distress to others (directly or indirectly).  
Please see our ICT policy for further details.

We believe that bullying, whether intentional or unintentional is behaviour that is persistent and premeditated. It is not acceptable. Very young children can be unkind to one another – this must not always be deemed to be bullying but inappropriate behaviour that needs to be dealt with accordingly and where skills need to be taught. If it is not dealt with promptly and appropriately, it could develop into bullying at a later point. A child’s unkindness may reflect difficulties that they may be experiencing elsewhere. This will be discussed between parents / carers, class teacher or other relevant staff and maybe with outside agency support, for example, a child’s personal well-being assessment or child protection procedures.

## Aims

- All children and adults to feel happy and safe in our school.
- To promote good behaviour and respect for others to ensure as far as reasonably practicable the prevention of all forms of bullying amongst pupils and adults within our school community.
- To create a climate of trust between staff and children to encourage disclosures.
- To provide staff with information and skills for the identification of potential problems.
- To deal with any disclosures promptly and sensitively.
- To maintain clear and prompt ways of reporting bullying for pupils and parents.

## Our Methods of Prevention

- To use the school's Positive Behaviour Policy <https://www.stocksbridgenurseryinfants.co.uk/wp-content/uploads/2019/12/Positive-Behaviour-Policy-2019.pdf>
- To promote the children's self-esteem and value.
- A copy of the school's Positive Behaviour Policy is given to all parents as their child starts school.
- Parents agree to support the Positive Behaviour Policy and sign a compliance slip.
- Whole school assemblies that focus on respecting each other, showing kindness, and informing children of the need to tell someone if they feel bullied or harassed.
- Implementation of the school's Personal Social Health Education Policy (PSHE) and scheme of work into the curriculum. We currently are using a scheme called Jigsaw with which we plan and deliver our work.
- All staff and volunteers to act as positive role models.
- Engagement in positive social interaction projects, including Jigsaw, Circle time, School Council, Growing Minds, Signs of Success (SOS) and Anti bullying week (annually).
- Specialist members of staff who have time, training, and expertise to support children socially and emotionally, for example in additional Nurture group work.
- Publish relevant policies and schemes of work on the school website for parents to access.
- Communications from school throughout the term, informing parents / carers about work, targets, and events within school; for example, weekly newsletter 'tweak of the week' and 'pupil of the week', Golden Star, Headteacher awards and year group curriculum newsletters.

## Our Methods of Dealing with Incidents of Bullying

- We take all bullying/anti-social problems seriously but will endeavour to keep all matters in proportion.
- **We investigate all incidents thoroughly by: -**
  1. Interviewing the alleged bully and victim separately.
  2. Obtaining witness information where possible.
  3. Keeping a written record of the incident, investigation, and outcome. If there is not a positive outcome, subsequent behaviour will be monitored, dated, and recorded for future reference
  4. Informing appropriate staff about the incident(s).
  5. Ensuring that action is taken to prevent further incidents.
  6. Log incident using the SIMS system as per Sheffield LA guidelines.

- **Action which may be taken**

1. Informing parents of **both** the alleged bully and the victim. The school will retain copies of any letters sent to parents.
2. When appropriate, the Headteacher will meet with parents of both the bully and the victim. Notes will be taken and kept by the school as a record of the meeting. We value the support of both sets of parents when dealing with matters of this kind.
3. The Headteacher will endeavour to ensure that parents have confidence in the school to take the most appropriate action to resolve the issue in school. The bully **and** the victim will **both** receive the most appropriate support.
4. Imposition of sanctions (see Positive Behaviour Policy).  
<https://www.stocksbridgenurseryinfants.co.uk/wp-content/uploads/2019/12/Positive-Behaviour-Policy-2019.pdf>
5. Obtaining an apology.
6. Providing mentor support for the victim to promote appropriate “assertive” behaviour, for example, a playtime friend.
7. Providing support for the bully to find out **why** they have bullied, **help** them to recognise their unsociable behaviour and **support** them in modifying their behaviour.
8. Seek referral from other agencies if appropriate, for example, Early Help panel or MAST

## **Reporting Bullying**

- Children and/or parents should inform the class teacher of any incidents of bullying/anti-social behaviour. If parent or child do not feel comfortable discussing the matter with the class teacher, then a member of the Senior Leadership team can be informed (Mrs Townsend and Mrs Heavens). Please also see our school’s complaints procedure.
- Any other responsible adult who receives any disclosures should inform the class teacher.
- The teacher will comply with this policy for investigating the complaint (see above).
- The teacher will inform the Headteacher who may pursue the complaint further if appropriate.

## **Communication between Home and School**

The school considers it to be of vital importance that the relationship between home and school is open, positive, and supportive. This relationship acknowledges the school’s intent to take seriously any concerns parents have for their child.

Should parents feel that their concerns are not dealt with in a satisfactory manner, there is a clear complaints procedure in place that they must be used and followed. (See Complaints Policy)

[https://www.stocksbridgenurseryinfants.co.uk/wp-content/uploads/2019/08/School\\_Complaints\\_Policy.pdf](https://www.stocksbridgenurseryinfants.co.uk/wp-content/uploads/2019/08/School_Complaints_Policy.pdf)

Jane Townsend  
Headteacher

Policy reviewed May 2017  
Policy reviewed June 2019  
Policy reviewed November 2020

Added to School Policy File: May 2017  
Documents superseded October 2014

## **Stocksbridge Nursery Infant School Policies**

All our school policies are published on our website <https://www.stocksbridgenurseryinfants.co.uk/>

Positive Behaviour Policy:

<https://www.stocksbridgenurseryinfants.co.uk/wp-content/uploads/2019/12/Positive-Behaviour-Policy-2019.pdf>

Personal Social Health Education Policy:

Complaints Policy:

[https://www.stocksbridgenurseryinfants.co.uk/wp-content/uploads/2019/08/School\\_Complaints\\_Policy.pdf](https://www.stocksbridgenurseryinfants.co.uk/wp-content/uploads/2019/08/School_Complaints_Policy.pdf)