

# Yeadon Westfield Infant School

## *Anti-Bullying Policy*

*This school is committed to safeguarding and promoting the wellbeing of all children, and expects our staff, governors and volunteers to share this commitment. This policy should be read in conjunction with all other school policies.*

At Yeadon Westfield Infant School we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying will not be tolerated in our school. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively.

The School Council was consulted on the policy and their ideas are in **bold**.

### Aims

We will:

- monitor and review this policy on a regular basis, ensuring that all governors, staff, children and parents know what the school policy is and follow it
- support our staff to promote positive relationships.
- reassure parents and children that they will be supported if bullying is reported and report back regarding any concerns
- ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively so that they feel safe to learn.
- support all children to develop positive relationships

### **Bullying is not allowed in our school.**

What is bullying?

Bullying is 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally' [DFE Preventing and Tackling Bullying Oct 2014].

**Bullying is being mean and happens over and over again.**

Bullying behaviour usually has the following four features:

- it is repetitive and persistent
- it is intentionally harmful
- it involves an imbalance of power, leaving someone feeling helpless to prevent or stop it
- it causes feeling of distress, fear, loneliness and lack of confidence in those at the receiving end

Bullying can be:

- emotional-**making fun of someone**
- verbal-**saying nasty words**
- physical-**hitting and kicking**

Bullying can happen anywhere, on the playground, in class or online.

**If people are being bullied they can look sad, be quiet and not want to come to school.**

Procedures to follow

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff approached.

**We will tell a grown up.**

Punitive measures will be used as appropriate.

Class teachers will be kept informed.

Teachers will follow up on a regular basis to check that the bullying has not started again.

Every effort will be made to help those bullying to change their behaviour.

Pupils who have been bullied will be helped by:

- offering immediate opportunity to discuss what happened with a member of staff of their choice
- reassurance and explanation of why the action of bullying is wrong
- offering continuous support
- restoring self-esteem and confidence
- everyone being friendly**

Pupils who have bullied will be helped by

- discussing what has happened
- discovering why the pupil was involved
- establishing the wrong doing
- helping the child to change their behaviour in future

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-informing parents to help to change the attitude of the pupil if necessary

#### Key Strategies to reduce bullying

The curriculum is used to:

- raise awareness about bullying, on line bullying and the anti-bullying policy
- increasing understanding for victims and helping to build an anti-bullying ethos
- teaching pupils about positive relationships
- encouraging co-operative working
- develop circle time skills

We will also promote anti- bullying through assemblies, class rules, school rules, school council meetings, theme weeks etc

#### The role of the parents

Parents who are concerned that their child might be being bullied, or who suspect that their child maybe the perpetrator of bullying, should contact their child's class teacher or the head teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.

#### The role of the governors

The governing body supports the head teacher in all attempts to eliminate bullying from our school. The governing body does not allow bullying to take place in our school and any incidents of bullying that do occur are taken very seriously and will be dealt with appropriately. There is a nominated governor responsible for this area.

#### The role of the head teacher

It is the responsibility of the head teacher to implement the anti-bullying strategy and to ensure that all staff, children, governors and parents are aware of the school policy and know how to deal with incidents of bullying. A copy of the policy is available on the website. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

#### The role of the teacher

Part of our curriculum for personal, social and emotional development is delivered through the Seal scheme of work which has a theme, Say No to Bullying. Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. If adults witness an act of bullying, they do all they can to support the child being bullied and that will include speaking to parents. Staff have access to relevant training and we aim to establish a climate of trust and respect for all.