

St Laurence Church Infant School

Anti-Bullying and Harassment Policy

Introduction

Bullying is 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 a use of power and is usually premeditated.

At St Laurence Church Infant School we are committed to a policy of inclusion and equality where all children are able to accept diversity through our Christian values.

In our school bullying is always unacceptable.

Bullying behaviour can include:

- physical aggression, such as hitting, kicking, taking or damaging possessions;
- verbal aggression, such as name calling, threatening comments, insults, racist remarks, teasing, sending nasty notes, making nuisance calls and cyber-bullying;
- indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or about their family.

Harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity (racial harassment), a disability, their gender or sexuality (sexual or homophobic harassment) or any other protected characteristic. Harassment is defined as any kind of unreasonable behaviour which alarms, distresses, intimidates or torments someone else.

We believe it is important that:

- all children feel safe whilst learning to play with and relate to others
- all children are treated fairly, with respect and no loss of dignity.
- we listen carefully to what all children have to say
- we treat reports from all children seriously and take prompt, appropriate action

Aim

The aim of this policy is to maintain an environment where all children and adults feel safe, secure and unthreatened.

The school's Christian ethos promotes care and consideration for others. This policy sits alongside the school's Behaviour Policy and Special Educational Needs Policy. This is to ensure that the broader aim of the school, to allow all children to reach their potential, is fulfilled.

Ethos

The school recognises that measures against bullying within school have to be taken in an atmosphere of care and consideration towards every member of the school community. This includes all staff, children, governors and parents. Adults should provide positive role models in their relationships with others and it must be understood that bullying behaviour is unacceptable at all times and in all situations.

Procedures

All members of the school community are encouraged to report all possible incidents of bullying. Staff also constantly monitor children's behaviour in school. There is a standard discipline procedure which staff follow to deal with incidents of inappropriate behaviour (see Behaviour Policy). Where unacceptable behaviour does not respond to initial interventions by the class teacher and bullying is suspected, incidents are recorded and reported to the Year Group Leader. The parents/carers of the children involved are informed.

If necessary, the SENCO (Special Educational Needs Co-ordinator) will be involved in discussing and implementing further strategies to ensure that any bullying is stopped as soon as possible; this may include enlisting the help of outside agencies, for example, the Behaviour Support Service. An Individual Behaviour Plan may be written to support a child whose behaviour requires careful monitoring; this will include achievable targets to promote more sociable behaviour.

The Headteacher is available to support children, parents and staff, and is responsible for overseeing that anti-bullying procedures are carried out in line with school and Local Authority policy.

Prevention

The school is committed to a policy of inclusion and there are opportunities for pupils to develop social and play skills in school. Anti-bullying work is part of a whole-school approach to making the school environment secure and safe. It is included, for example, within the PSHE (Personal, Social, Health Education) curriculum and in Collective Worship. Pupils who need additional support to develop their social and play skills can work through an appropriate social skills programme presented by teaching assistants trained in its delivery.

Equal Opportunities

This policy will be applied equitably to all children irrespective of ethnicity, gender, religion, or special educational needs.

Monitoring and Review

The Anti-Bullying and Harassment Policy will be reviewed and revised as necessary by the Headteacher and the SENCO, in consultation with staff and the Governing Body.

March 2003

Revised	November 2006, June 2009
Reviewed	June 2011, June 2012, June 2013, June 2014, June 2015, June 2016
Revised	November 2017
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