

St Laurence Church Infant School

Anti-bullying and Harassment Policy



Approved by: Curriculum, Safeguarding and
Pupil Welfare Committee

Last revised on: May 2022

Next review due by: May 2025

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.

Bullying takes place where there is an imbalance of power of one person or persons over another. This can relate to:

- the size of the individual,
- the strength of the individual
- the numbers or group size involved
- being from a majority rather than a minority group
- anonymity - through the use of cyberbullying or using email, social networking sites, texts etc

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, homophobic or transphobic remarks, teasing, sending nasty notes,;
- emotional aggression, such as indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or about their family.
- Cyber-bullying such as making nuisance phone calls, nasty text messages or in e-mails/chat rooms/social media.)

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, homophobic or transphobic 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.

As a school we aim to ensure that in line with the Equality Act 2010 we eliminate discrimination based on sex, gender identity, disability, ethnicity, sexual orientation, religion and belief.

The school's Christian ethos promotes care and consideration for others. This policy sits alongside the school's Behaviour Regulation 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.

Everyone to learn and grow with God

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

There is a standard discipline procedure which staff follow to deal with incidents of inappropriate behaviour (see Behaviour Regulation Policy). All members of the school community are encouraged to report all possible incidents of bullying. Where unacceptable behaviour does not respond to initial interventions by the class teacher and bullying is suspected, incidents are recorded and reported to a Designated Senior Leader. Bullying is a form of peer-on-peer abuse and so all incidents of bullying will be recorded on the school safeguarding software. The parents/carers of the children involved are informed.

When a pupil or parent or carer speaks out about bullying we will ensure:

- they will be listened to
- their concerns will be taken seriously
- the matters will be investigated
- together we will find a way to tackle it
- someone will be there to help and support them

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 and Economic 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 or inclusion mentor trained in its delivery.

Equal Opportunities

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

Links to Other Policies

This policy should be read in conjunction with other policies including:

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- Behaviour regulation policy
- Safeguarding and Child Protection Policy
- Curriculum Policies (PHSE, RSE, Computing)
- Complaints Policy

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.