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Discussed by staff	Staff noticeboard	Approved by Governing Body:	
Implementation:	Immediate	Review:	Nov 2017

## Anti-bullying Policy November 2016

### Rationale

The policy was drawn up with guidance from Hampshire County Council Children's and Young People's Plan (2009) and HCC and Young People's Anti-bullying Policy 2009. The 2006 Education and Inspection Act which places duties on school governing bodies and head teachers to promote good behaviour and well being of pupils and institute measures to prevent forms of bullying among pupils.

National Guidance provided a range of documents particularly the UN Convention of the Rights of the Child (1989) especially articles 12,19 and 29.

"States parties shall take all appropriate legislative, administrative, social and educational measures to protect the child from all forms of physical or mental violence, injury or abuse, neglect or negligent treatment, maltreatment or exploitation, including sexual abuse, while in the care of parent(s), legal guardian(s) or any other person who has the care of the child." (Article 19)

### What is Bullying?

Bullying is behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. It includes an imbalance of power.

Bullying can be:

- **Emotional** ~ being unfriendly, excluding, tormenting (e.g. threatening gestures, spreading rumours, hiding personal belongings).
- **Physical** ~ pushing, kicking, hitting, spitting, punching or any use of violence.
- **Racist** ~ racial taunts, graffiti, gestures.
- **Sexual** ~ unwanted physical contact or sexually abusive comments.
- **Homophobic** ~ because of, or focusing on the issue of sexuality.
- **Verbal** ~ name calling, sarcasm, spreading rumours, teasing.
- **Cyber** ~ all areas of internet, such as e-mail and internet chat room misuse.
  - Mobile threats by text messaging and calls.
  - Misuse of associated technology i.e. camera and video facilities.

Bullying hurts. Nobody deserves to be a victim of bullying. Everyone has the right to be treated with respect.



## **Our Aims are to:**

At The Trosnant Federation Schools, we are committed to ensuring that all pupils and staff are able to work and learn in an environment where they are supported, safe and cared for. They have the right to achieve their full potential, be interested and fully involved in the community they live in and achieve economic independence.

We have a responsibility to:

- Assist in creating an ethos in which attending school is a positive experience for all members of the community.
- Make clear that all forms of bullying are unacceptable.
- Ensure that everyone feels safe at school.
- Investigate incidents and support victims of bullying and ensure they are listened to.
- Support bullies and help them to change their behavior and attitude, and also to understand why it needs to change.
- Liaise with parents and other appropriate members of the school community.
- Ensure that all members of the school community feel responsible for tackling bullying.
- Ensure children understand what constitutes bullying (including cyber bullying) and what they need to do in the event of bullying.
- Record the incident and instigate an action plan involving the relevant people

## **Guidelines**

This policy applies to all members of the school community e.g. all staff, children, parents/carers, governors, cleaning staff and partner agencies working with schools.

Hampshire County Council Children and Young People Anti-bullying Policy states:

“This will have as much to do with changing attitudes of adults who live and work with children and young people as it will with strategies to intervene when bullying happens between them.”

## **The Curriculum**

At Trosnant schools the children and staff teach and learn about empathy, social behaviour, the right to be different and the responsibilities of an individual within the community.

These topics are taught through circle time, PSHE, and through the R and R curriculum.

The SEALS programme has a specific focus week on Anti-bullying which all staff are fully committed to covering all aspects of bullying and its effects.

The school encourages children to report physical or verbal incidents and all staff are dedicated to putting this into practice.

The curriculum is reviewed on a regular basis by the PSHE co-ordinator.

## Allegations of Bullying

1. Should an allegation of bullying be made it needs to be referred to a member of the SLT.
2. They should investigate as fully as possible any allegations by speaking to all parties involved including staff who work with the child. Class teachers need to be kept in the picture.
3. Once a full picture has emerged the investigating member of the SLT should consult with the HT and discuss whether the events should be considered as bullying.
4. Should the event be classified as bullying the procedures listed below should be followed.
5. Should it be decided that the events are not classified as bullying a course of action will be decided upon.
6. Detailed records will be taken throughout the process and kept on file. They will be available should further events occur with the child/children involved.
7. Complainants and parents/carers should be kept informed.

The SLT, class teacher and other appropriate adults will keep track of the situation following the investigation, and resulting work, with the children who have been bullied

## Procedures

When children are being bullied we:

- Ensure they know that they have the right not to be bullied.
- Make detailed notes on the incidents and pass to a member of the SLT .
- Discuss repeated incidents with their parent/carer.
- Ensure that they are closely supervised and observed throughout the day.
- Communicate with relevant staff so that people are aware.
- Monitor their feelings and behaviour.
- Help them develop strategies for dealing with the situation should it reoccur..
- Help them to assert themselves appropriately and to articulate their feelings through role play, assertiveness training and circle time..
- Develop their self- esteem using a variety of strategies.( eg Circle time, 1-2-1 support, ELSA time and LSA support).
- Find a “buddy” to support and play with them at break times and in class.
- Investigate the cause of the behaviour.

When children bully others we:

- Take the incident seriously.
- Condemn the behavior not the child; refer to the school rules.
- Discuss the repeated incidents with the parent/carer.
- Listen to the children involved, use restorative questioning and record all meetings and incidents.
- Ensure that they are closely supervised and observed throughout the day.
- Encourage them to reflect and to realise the effects of their actions.
- Encourage them to apologise and try to make amends.
- Monitor their feelings and behaviour regularly.
- Avoid unsupervised meetings of victim and bully.
- Discuss alternative strategies of how to manage behaviour.

## **The Role of Parents/Carers**

Parents may be able to detect when a child is being bullied by changes in their child's behaviour at home. Parents should be concerned if their child:

- Is unwilling to go to school, makes excuses.
- Becomes withdrawn or unhappy.
- Performance or interest in school and their learning begins to deteriorate.
- Frequently has unexplained bruises or scratches.
- Regularly has possessions which are damaged or go missing.
- Becomes distressed, clings, cries easily or stops eating.
- Is reluctant to say what is wrong.
- Has nightmares or begins bed wetting.
- Is frightened of walking to or from school.
- Becomes disruptive or aggressive.

Parents are encouraged to inform the school as soon as possible if they suspect their child is being bullied, then we can work together to prevent further unhappiness.

### **Support for staff:**

It is important that staff feel confident in dealing with bullying incidents. If they feel unsure, or intimidated they must seek support from a colleague, preferably a member of the SLT. It is the responsibility of the school to provide adequate training and support for teaching staff. It is the responsibility of the staff to ensure that all bullying incidents are dealt with immediately.

- 1) Staff must be aware of their right to contact their union
- 2) In the event of a grievance by a member of staff, the appropriate personnel procedures will be involved and the governing body committee involve

### **Agencies to support**

#### **Parents**

Parentline Plus      0808 800 2222  
Free textphone for people who are deaf, hard of hearing or have a speech impairment.  
0800 783 6783

E-mail                    [parentsupport@parentlineplus.org.uk](mailto:parentsupport@parentlineplus.org.uk)  
[www.bullying.co.uk](http://www.bullying.co.uk)  
[www.anti-bullyingalliance.org](http://www.anti-bullyingalliance.org)

#### **Children**

Childline                0800 1111 or [www.childline.org.uk](http://www.childline.org.uk)  
  
[www.kidsmart.org.uk](http://www.kidsmart.org.uk)  
[www.kidscape.org.uk](http://www.kidscape.org.uk)

### **Additional Infant school guidelines**

Bullying behaviour is not acceptable, at any time, by any member of the school community.

- 1) A record of incidents must be recorded on the official form, dated and signed .
- 2) Parents of the children involved must be informed promptly and involved in the action plan.
- 3) In the event of a complaint from parents, the schools' complaint procedure and the appropriate governor will be involved.

### **Additional Junior Guidelines**

Bullying behaviour is not acceptable, at any time, by any member of the school community.

- 1) Move bully away from victim
- 2) Discuss (and note incident) with both parties, and gather evidence from witnesses.
- 3) Bully to be referred to the Head of School who will decide on the appropriate cause of action dependant on incident:
  - a. Detention given- 30 minutes for bullying behaviour
  - b. Detention for longer period in discussion with parent/carer.
  - c. Short term exclusion or 2-5/ internal exclusion.
  - d. Full exclusion.

**It is important that communication between class teacher, SLT member, parent/carer and head teacher is effective.**

### **Ensure both parties are supervised when in close contact.**

**Suggested strategies:** any of these may be useful.

- 1) Allocate each child a zone of the playground at break times.
- 2) Ensure both the victim and the bully have continued support and supervision.
- 3) Encourage the victim to vocalise their emotions to the bully in a supervised and controlled environment.
- 4) Set up a peer support program for the victim (this may include the support of an older child in school).
- 5) Set up a program in social skills and assertiveness for the victim. Dependent on the individuals and the situation, this may or may not include the bully, managed by a trained ELSA.
- 6) Set up an emotions chart for both the victim and the bully.
- 7) Set up a home/school feelings book which should be checked daily by class teacher.

