



## **ANTI-BULLYING POLICY**

### ***PRINCIPLE***

At Ashley we define bullying as negative actions towards a person that occur regularly and over time.

This school is committed to creating an environment where children can learn and play, and can talk about their worries, confident that an adult will listen and will offer help: an environment in which everyone feels safe and is safe.

We believe that learning how to behave towards others is a particularly important part of school life, and may directly influence attitudes in later years.

### ***AIMS***

- We will work with all pupils, parents, staff and governors in accordance with this policy to help both the bullied and the bullies.
- We will support improved behaviour from the bully, whilst ensuring the safety of the bullied.
- All adults in school are positive role models.
- All children in school are encouraged to recognise each of their rights.
- We encourage children to take responsibility for their actions.

Responsible - Pauline Dukes – Head teacher

Date agreed by governing body – February 2000

Review date –Annually

Reviewed –September 2007

## Procedures

### Awareness and Prevention

All adults in school are role models and avoid:-

- Humiliating behaviour
- Sarcastic comments
- Derogatory nicknames

Adults do not misuse a position of power to dominate children in this school. We listen to children when they are willing to talk about bullying and we are sensitive to a child's needs for privacy and respect.

All children in school are encouraged to recognise each other's rights to: -

- Be physically safe.
- Be free of teasing and insults

We encourage children to take responsibility for:-

- Freedom from hurt by name calling and teasing
- The security of their own or other people's personal possessions.
- The physical safety of others.

### Action and Intervention

We aim to increase the understanding of children, parents, and staff by raising awareness about the issues of bullying.

As children feel safe to talk about bullying, we are aware that they are more likely to report incidents to adults, expecting some helpful intervention. This may mean that there might be an increase in the number of times staff are asked to respond, even though there may be less bullying.

The aims of any intervention should be:-

- To make the victim feel safe.
- To encourage better behaviour from the bully.

This may be done through:-

- Drama activities.
- Writing and artwork.
- Social skills programme including developing friendly behaviour and assertiveness.
- Using a group, problems solving process. Encouraging children to express

- their feelings verbally to each other can defuse some situations.
- Use of Circle Time.
- Use of T.A. in Panda room for Emotional Literacy

Our approach at Ashley Infants School will be as follows: -

- When it becomes apparent that bullying has happened. An adult appropriate to the child will talk to the victim about his/her feelings. The adult will encourage the child to talk about the incident and will need to know who was involved.
- The adult will arrange to meet with the children involved. This may include some bystanders who joined in but did not initiate the bullying. Senior management need to be informed at this stage. The incident will be recorded and parents will be informed.
- The adult will ask the children to reflect about the way the victim is feeling. The use of a poem, piece of writing or a drawing or photograph, may be used to emphasise the distress caused.
- Each member of the group will be encouraged to suggest a way in which the victim could be helped to feel happier.
- After an appropriate, agreed time lapse, the teacher discusses with each child individually, including the victim, how things have been going. This allows the adult to monitor the bullying and keeps the children involved in the process.

We will monitor regularly the effectiveness of our policy, by establishing:-

- Whether bullying has decreased.
- Whether incidents are dealt with efficiently.

This Policy should be read in conjunction with The Behaviour Policy.

“When a person is bullied she/he experiences pain, hurt, upset. If there is no harm, then it cannot be called bullying, even if the behaviour was not acceptable”.

Roland '89.