



## Introduction

**Our motto is: Growing Together: Every Day in Every Way.**

**Our Golden Rule is: 'We look after ourselves, other people and our school.'**

At Churchfields Infants' School we aim to provide a supportive, caring, and friendly environment which allows all our pupils to learn in an atmosphere which is focussed on improving their life chances and helping them to maximise their potential. We expect our children to act safely, and feel safe, in and outside of school – we do not tolerate **any** form of bullying and we are committed to preventing and tackling it. We recognise that as children learn and grow together, they may experience fallouts with their peers, but we are committed to supporting our pupils to resolve these 'relational conflicts' and stop them from progressing to bullying behaviours. If an incident of bullying does occur, we believe our pupils, parents/carers and staff should feel confident in reporting it and know that that all incidents will be dealt with promptly and effectively. Bullying will never be tolerated at our school.

At Churchfields Infants' School, we encourage open discussions around differences between people, we actively challenge prejudice, and we celebrate diversity. We adopt a contextual safeguarding, trauma-informed and strengths-based approach to bullying and child-on-child abuse, and we are committed to working with families and outside agencies where appropriate.

## Our Equality and Diversity Statement

At Churchfields Infants' School we are committed to providing equality of opportunity for all pupils, staff, parents and visitors. We believe in a learning environment which is free from discrimination, prejudice and harassment through encouraging respect and consideration for others. We recognise and value our school as a safe place of learning for all. Alongside this we recognise that inequalities exist in all levels of society and believe that we have a crucial role to play in eliminating racism, sexism, ageism and all forms of discrimination wherever we can. At Churchfields Infants' we hope to promote equality through our "Values" system, which applies to all, but also by dealing promptly and appropriately with bullying, racial, gender and all other forms of abuse. Through working together without prejudice we hope to keep the conversation going in order to grow together **Every Day in Every Way.**

## Aims

The aim of this policy is:

- to ensure that all pupils feel safe and can learn in a supportive and caring environment without fear of being bullied;
- to ensure a shared understanding of what constitutes bullying;
- to support the development and implementation of effective anti-bullying strategies consistently across the school;
- to promote equality, respect and understanding between all members of the school community;
- to help children to become positive, responsible and increasingly independent members of the school and wider community, knowing their own rights while supporting and respecting those of others.

## What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying is not the same thing as falling out with friends, or having a fight over football. These things happen sometimes but on their own they are not bullying.

Bullying generally falls into the following categories:

Type of bullying	Definition
Emotional	Being unfriendly, excluding, tormenting (actions and words)
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing

Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites
Peer on Peer	Bullying that includes sexual violence/harassment, physical abuse, sexting, initiation/hazing-type violence and rituals.

Churchfields Infants' School is particularly conscious of vulnerable groups of children who may be a target of bullying or harassment including those exposed to:

- Racist incidents
- Homophobic/ transphobic incidents
- Gender Bullying and
- Children with Special Educational Needs or Disabilities (SEND).

**What can you do if you are being bullied?**

1. Tell someone you trust – an adult in school, a parent, a friend;
2. If you feel threatened, get away from the danger and tell an adult in school immediately. If you can't get away from the danger, then shout for help to attract attention.

Remember that your silence is the bully's biggest weapon. If we do not know about the bullying, we cannot help to stop it. To help yourself to feel positive and stay safe:-

- a) Be proud of who you are
- b) Remember no-one deserves to be bullied. It is not your fault.
- c) Go straight to a member of staff and tell them what has happened and how you feel.
- d) Remember that all school adults will take your concerns seriously. Tell them so they can support you and help to stop the bullying.
- e) Be assertive. Say "Stop it" firmly and walk confidently away.
- f) Stay with friends who will support you and make you feel good about yourself.

## **What can you do if someone you know is being bullied?**

1. Don't be a bystander.
2. If you see bullying happening, or think someone is being bullied, tell an adult you can trust – a school adult or a parent – so that they can help.
3. If you do nothing, you are supporting the bully and it makes the victim of the bullying feel more alone.
4. If you can, be assertive. Tell the bully that you don't like what they are doing and tell them to stop. If you don't know the bully and aren't sure how they will react, then go straight to an adult. Do not put yourself at risk.
5. Support the victim to speak to an adult in school immediately.

## **What can parents and carers do?**

1. Watch out for any changes in behaviour in your children. For example, if they suddenly don't want to come to school or seem less happy and focused than they were.
2. Ask them how their day has gone and be interested in their friendships.
3. Although falling out with a friend is not the same as bullying, your child may still want to talk to you about what happened and how they feel, and they may need some reassurance and support in order to rebuild that friendship or make friends with others.
4. If you are worried that your child may be a victim of bullying behaviour, then inform the school immediately. The class teacher is the best person to speak to first, but the Headteacher and Deputy Headteacher are at the gate at the beginning and end of the day and you can speak to them if you prefer. Your concerns will be taken seriously and further action taken as appropriate.
5. Reassure your child that it is not their fault and there is nothing wrong with them.
6. Encourage your child to follow the steps in the 'What can you do if you are being bullied?' section above and to ask for help. Do not tell them to fight back. They may get seriously hurt and it can make matters worse.

## **What will the school do to prevent and reduce the likelihood of bullying?**

We are a Values Led School and class based teaching and assemblies are used to explore our values, including considering issues of fairness, prejudice and bullying. Our Personal, Health and Social Education (PHSE) programme provides opportunities for children to learn the skills and knowledge they need to be responsible citizens. This includes:

- An understanding of and respect for individuals;

- An understanding of their own and others' rights and responsibilities;
- The ability to empathise with others and to consider the impact of their actions on them;
- The vocabulary they need to explain how they are feeling;
- An understanding of what it means to be a good friend;
- An understanding that everyone is different and that this is to be valued
- An awareness of issues of prejudice and discrimination and the opportunity to consider the impact of this and how to combat it.

Regular assemblies and lessons on online safety support the children to protect themselves online and to know what to do if they encounter online bullying or other online safety issues.

Our behaviour policy follows the principles of restorative justice, teaching the children to listen to each other, to express their feelings, acknowledge their impact on others and to take responsibility for their actions, making amends where necessary.

Where children are identified as needing additional support with friendships or social skills for any reason, a variety of interventions may be provided as appropriate, including:

- Class circle times
- Circle of friends
- Learning Mentor support
- Playground games interventions.

Through class circle times and whole school assemblies, children will be made aware that bullying can be reported in a number of ways, such as:

- Talking to a member of staff of their choice
- Writing the incident down and handing it to a member of staff of their choice
- Asking to speak to the Learning Mentor
- Asking a friend to support them with speaking to a member of staff.

### **What will the school do when bullying is suspected?**

The following steps will be taken when dealing with suspected bullying:

1. When bullying is suspected or reported, the incident will be taken seriously and dealt with immediately by the member of staff who has been approached or has reason to believe that it is occurring. They can either investigate the incident or report it to their line manager.

2. The person investigating the incident/s will talk to the children alleged to be involved. The alleged victim and bully/ies will be interviewed separately, at least initially, to gain a clearer picture of events. Witnesses will be interviewed as appropriate.
3. A clear account of the incident will be recorded in the online behaviour management record on CPOMS and assigned to a member of SLT. The member of the SLT will agree the course of action to be taken.
4. Relevant school adults will be kept informed.
5. Parents/carers will be kept informed, but confidentiality must be maintained.
6. Disciplinary and supportive measures will be used as appropriate, in line with our behaviour policy.

Support for children who have been bullied may include:

- being offered the opportunity to discuss the experience with a teacher or member of staff of their choice
- informing parents/carers of events and steps taken
- being reassured
- being offered continuous support
- steps to restore self-esteem and confidence
- support from the Learning Mentor
- friendship group support

Children who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and the need to change
- informing parents/carers to help change the attitude of the pupil
- longer term support can be provided by the Learning Mentor and referrals to other agencies where necessary.

The following disciplinary sanction can be taken as appropriate:

- warnings to stop offending
- 'thinking time' at lunchtime or playtimes
- moving place within the classroom

- changing classes (where possible)
- exclusion from certain areas of school premises or from certain activities.

In rare cases of extreme bullying and in line with our behaviour policy, the following disciplinary sanctions can be taken:

- minor fixed term exclusion
- major fixed term exclusion
- permanent exclusion.

### **Bullying outside the School Premises**

Although the school is not directly responsible for bullying off the school premises, we take our responsibility for our children's wellbeing seriously and will support them where possible. Where a child reports bullying away from school, the school will:

- Contact parents/carers of the bullied child, and encourage them, where appropriate, to contact the police
- Contact parents/carers of the child/ children who are bullying and invite their support.
- If the bullying involves a child who attends another school, we will contact the school involved and aim to work with them to resolve the problem.

### **Sexual Violence and Harassment**

Despite the young age of our children any inappropriate touching or concerning behaviours will be dealt with discreetly, swiftly and with appropriate consultations within the safeguarding team. Staff have a duty to be aware of, and respond appropriately to, any coercive or harassing behaviour as stated in Keeping Children Safe in Education 2021. This would then be relayed in an appropriate way to parents concerned and dealt with in an age appropriate and swift way within school. We are also vigilant to behaviors that may be precursors to coercive behavior, since we have such young children. Again, this will be dealt with in an age appropriate and swift way with children affected.

### **Monitoring, Evaluation and Review**

The logs of incidents will be kept on the school's online safeguarding database, CPOMS. In line with the school Behaviour Policy, the incidents will be



analysed half-termly by the Headteacher. In this process patterns will be monitored, including:

- People involved
- Location
- Type of incident, including whether it involves elements of racism, sexism, homophobia, transphobia, religious prejudice, SEND or other protected characteristic.

Our response to these incidents will also be monitored by the SLT to ensure incidents are being dealt with consistently and fairly.

The number and types of incidents of bullying will be reported to the governing body on a termly basis as part of the Headteacher's report.

In line with our statutory duty, all racist incidents are reported to the Borough.

The policy will be promoted and implemented throughout the school through professional development meetings, assemblies and circle times.

The policy will be reviewed through consultation with children, staff and governors. It will be reviewed on a three year cycle or earlier if deemed necessary by the Headteacher or the governing body.

#### **Links to Other Policies and documents:**

Equality Policy

Equality and Diversity Statement (included)

Safeguarding Policy

Keeping Children safe in Education 2023

Behaviour Policy

RSHE Policy

Complaints procedure