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1 RATIONALE

At Ellington Infant School every child and adult has the right to feel happy and safe. All staff are committed to fostering and maintaining an atmosphere of mutual respect for others, co-operation and the knowledge that incidents of bullying are dealt with promptly and rigorously.

This policy should be read in conjunction with the school's safeguarding and behaviour policies.

2 DEFINITION OF BULLYING

- Bullying is persistent behaviour that causes someone to feel unhappy or less valued.
- Bullying can be physical, verbal or emotional aggressive behaviour or intimidation towards another person.
- Bullying is deliberately hurtful behaviour and repeated over a period of time. *"However if two children of equal power or strength have an occasional fight or quarrel, this is not bullying". (DfE)*
- Bullying can be a very traumatic experience and can have serious consequences for all those concerned - not only for the person being bullied and their family but also for the bully and their family.

- Bullying can take place in a variety of circumstances.

3 TYPES OF BULLYING

3.1 Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

3.2 Racist Bullying

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

3.2 Homophobic Bullying

This occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.

4 PURPOSE AND GUIDELINES

4.1 To identify incidents of bullying and act promptly

All children are taught to report incidents promptly and truthfully to an adult in school, in the knowledge that incidents are dealt with promptly by staff. Information will be gathered from all parties involved to ascertain if bullying has taken place.

4.2 To counsel victims of bullying incidents and bullies to ascertain facts

Involved staff spend time listening to each child's version separately. Staff inform each child involved of what subsequent action will be taken.

All reported acts of bullying must be reported to a Senior Manager. Staff will be made aware of any children who need to be monitored.

4.3 To maintain communication with parent(s) in relation to their child

If considered to be appropriate by Headteacher or Deputy Headteacher contact in person, by phone or letter will be made to the parent regarding their child's bullying behaviour and any action taken.

The parents of victims of bullying behaviour can be informed either as a class is dismissed at 3.10pm or by telephone or letter at the end of the school day and be invited to come into school to discuss matters if they wish.

The same invitation is extended to the parent/s of a bullying child.

4.4 To raise awareness of bullying and how to deal with it via the curriculum

- The Head Teacher/Assistant Headteacher to use Whole School Assemblies as an opportunity to raise awareness of bullying and anti bullying strategies.
- School awareness through its anti-bullying week (known in the school as Friendship Week) in particular.
- PSHE/Citizenship - which can incorporate the consideration of issues related to bullying and promote self worth, confidence and esteem. Each class to have a system of discussing concerns e.g. Circle Time.
- Co-operative behaviour will be encouraged through school rules, school values, incentives, Celebration Assembly.

5 SANCTIONS

Sanctions will be used where bullying is clearly proven. Sanctions relate to our Behaviour Policy.

6 DEALING WITH MINOR INCIDENTS

A reprimand is often sufficient to deter children from name calling and teasing. Counselling from class teachers/TA/Pupil mentor will be useful at this stage.

7 DEALING WITH SERIOUS INCIDENTS

For bullying which results in damage to property or person, a serious response will be considered by the Headteacher.

- Involvement of parents at an early stage is essential
- Accurate records must be kept by the school of incidents and of how the school has responded
- Who was involved or alleged to be involved
- Where and when it happened
- What happened
- What action was taken
- How was it followed up

This monitoring involves all teaching and non-teaching staff and if possible should involve the children directly. Action against bullying should occur within a context, which reminds all children that bullying will not be tolerated.

- The school will take any incident of cyber bullying very seriously. Incidents will be thoroughly and speedily investigated. The Head Teacher will inform the Governing Board of any such incident and, if necessary, Kent County Council's legal department will be contacted and advice sought by the school.
- All employees should be aware that inappropriate use of the internet and social networking sites could lead to disciplinary action.

- All staff employed at the school have access to and have read Kent County Council's "e-safety guidance for professionals working with children".
- On-line safety posters are displayed in the school.
- Parents are asked to support the school in its safeguarding of pupils by reading the on-line safety guidance on our website and cyber agreement in the home/school policy. Additional advice for parents on cyber safe protocols are available on request from the school.

8 APPROVAL, REVIEW DETAILS AND STATEMENT

Approval and Review	Details
Reviewed by	Headteacher
Ratified by	The Governing Board
Date	24/1/22
Next Review Date	Term 1 2022/23
Document amended	24 January 22

We have carefully considered and analysed the impact of this policy on equality and the possible implications for pupils with protected characteristics, as part of our commitment to meet the Public Sector Equality Duty requirement to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations