



Anti-bullying Policy

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Signature of Headteacher	L.J. James
Signature of Chair of Governors	G. Dove

Definition of bullying

Bullying is the wilful, conscious desire to hurt, or threaten or frighten someone else over a period of time. Deliberate aggression can be physical, social, verbal or psychological. Aggression tends to be persistently repeated rather than an isolated incident. A bully has power over his victim and lacks empathy and guilt.

It is important that all pupils and adults are aware that bullying will not be tolerated. This is reinforced by a positive ethos regarding acceptable behaviour inside and outside school. (See Behaviour Management Policy).

Philosophy

At Merton Infant School we are building a community where members: -

- value and respect each other
- value each person's individuality and the contribution they make
- treat each other with respect and courtesy
- follow the principles of the RRE (Rights, Respecting Education) agenda

Aims

- We aim to provide a safe, calm learning environment where everyone feels valued
- Consideration towards others, politeness and co-operation are expected at all times
- Staff will demonstrate these qualities in the way they respond to children, members of staff, parents and other adults involved in the school community
- In addition, positive behaviour will be promoted so children know what is acceptable behaviour

Good Practice to discourage bullying

Research has shown that the most effective way of stopping children from bullying is empathy.

- Children are taught what acceptable behaviour looks like, excellent behaviour is always recognised and modelled
- Positive behaviour is rewarded through verbal praise, stickers and certificates
- Bullying is explored through role play in PSHE and assemblies. Drama helps to develop awareness of victims and bullies' feelings in an emotion free environment.
- Regular Circle Time is planned giving children opportunities to discuss how they feel
- Children are taught strategies to 'speak up, stay safe' and 'stand up for themselves' to
 - Say no
 - Walk away
 - Use positive self-talk
- The School Council and Young Interpreters have responsibility to play with 'lonely' children

who wait at the playground Buddy Stops.

Awareness

All staff need to observe carefully for:

- children who bully either physically or verbally
- victims
- places where bullying may occur e.g. toilets, playground, cloakroom
- times when bullying may occur e.g. lining up, changing for PE, going to the toilet

Action

If a case of bullying is reported:

- Take the report seriously and report it to the Headteacher, or in her absence the Deputy Headteacher
- Listen carefully and record incidents factually on CPOMs. All records of bullying must be kept until the child is 21 years of age. Photocopies, not the originals, can be passed and discussed with transfer schools
- Mediate between the two parties concerned helping the victim to tell the bully what they have done and how it makes them feel
- Make the unacceptable nature of the behaviour and the consequence of any repetition clear to the bully
- Observe the children concerned and alert other adults involved, to monitor the success of the intervention
- Inform parents of both victim and bully - work with parent and child to devise ways solutions / a way forward
- If necessary, gangs of bullies must be split up
- A bullied child may need to be introduced to a group of new friends
- Use pupils as a positive resource in role-play and circle time
- Both victim and the bully may be included in a social skills group
- Provide counselling for the victim

Adults being bullied should tell a colleague who should report to the Headteacher and / or Governing Body if the victim wishes (See Whistleblowing Policy). The Safeguarding Governor should make a confidential report of the incident and any action taken. This should be shared with the Chair of Governors who should follow the County Guidelines regarding the Grievance Procedure.