

## Tuel Lane Infant School

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### **Anti- Bullying Policy**

#### **Aim:**

**That each and every child should be able to learn and play in an environment free from fear, intimidation, repression, harassment and harm.**

#### **Strategies**

##### Develop children's understanding of bullying:

- ✓ by talking about friendly and unfriendly behaviour and what that means in the classroom, in assembly and as incidents arise around school.
- ✓ by teaching children how to tell adults if something is happening to them

##### Develop parents' understanding of the nature of bullying:

- ✓ by talking to parents who express concerns for their child or other children
- ✓ by publishing this policy and making it widely available.

##### Develop staff awareness of bullying:

- ✓ by holding staff meetings and training events to ensure staff understand this policy
- ✓ by discussing incidents of behaviour between children with staff and with reference to this policy
- ✓ by induction of new staff including reference to this policy.

#### **Principles**

- Listen to children.
- Listen to parents.
- Be aware of the interactions between children.
- Enable children to report bullying to staff by ensuring all children have positive relationships with familiar adults in school
- Listen to both victim and perpetrator.
- Ensure justice.
- Use effective and appropriate sanctions for the perpetrator.
- Ensure that the victim is aware of the outcome.
- Report/ record the incident/s appropriately
- Monitor the victim and perpetrator subsequently.

#### **Practice**

Bullying is addressed as part of PHSE&C. Appropriate opportunities are used to talk to children about bullying, and around related issues, for example, assembly and classroom discussions. The establishment and maintenance of a school ethos of care, friendliness and kindness are understood as essential elements of a strategy to prevent bullying. Children must be given opportunities to relate their own experiences, express their own views and feelings, listen to and empathise with others.

This policy is available to parents and steps have been taken to ensure that they are aware of its existence.

Staff meetings and continuing professional development are used to ensure all staff are well trained to respond to the issue of bullying.

The headteacher is responsible for ensuring that the strategies, above, are used in order to help reduce the incidence of bullying and to deal with it effectively when it does occur.

If a child is a repeated perpetrator and patterns of behaviour are noted then the headteacher / special educational needs co-ordinator should be made aware of the situation. Parents will be informed and invited to meet with staff as necessary. The school's Behaviour Policy will be followed.

If a child is a repeated victim of bullying relevant school staff will all be made aware so that they may act promptly to prevent further occurrences.

### **Guidance to teaching and support staff**

When an incident of bullying is reported: establish the facts. Ensure all children involved are safe and calm.

- talk first to the victim
- talk to the alleged perpetrator

If you are satisfied that an incident has occurred:

- ensure the victim is reassured
- ensure the victim knows you will take action
- explain to the perpetrator why what they have done that is wrong
- give the perpetrator the opportunity to admit their wrong doing and apologise to the victim
- use Restorative Justice
- use your judgement to administer suitable sanctions, see Behaviour Policy
- if you are not the class teacher make sure the class teacher of both the victim and perpetrator are aware of the incident
- use your judgement to decide if the headteacher should be informed
- ensure the victim is aware of the action you have taken
- inform/ reassure parents as appropriate
- monitor interactions between these children on subsequent occasions when you have responsibility
- class teachers and teaching assistants with responsibility for particular children should record incidents of bullying as they are observed or reported

### **Monitoring**

This policy will be reviewed annually as an item on the C&PS Committee of the Governing Body and as part of whole staff safeguarding training.