



Anti-Bullying Policy



Rationale

College Park Infant School and Lyndhurst Junior School have undertaken to provide a secure environment where all pupils can feel safe and thrive. Bullying behaviour is therefore unacceptable, will not be tolerated and always be taken seriously.

Definition

“Bullying” can be a very emotive term, therefore we believe it is vital to identify what we at College Park and Lyndhurst understand by this. There are many definitions of bullying but most have a number of things in common:

- *it is deliberately hurtful behaviour*
- *it is repeated over a period of time*
- *it is difficult for those being bullied to defend themselves*

The Department for Education (July 2017) state “Bullying is a behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally... Many experts say that bullying involves an imbalance of power between the perpetrator and the victim”.

STOP : To help parents, pupils and even our youngest children understand and be very clear about what bullying is, we have adopted the initials **STOP** (**S**everal **T**imes **O**n **P**urpose) and that to stop any incident of potential bullying we should **S**traightaway **T**ell **O**ther **P**eople.

However, we also recognise that our pupils come to school to learn about social interaction and developing relationships, so not every dispute, upset or conflict, even if it happens on more than one occasion is necessarily an incident of bullying.

“In dealing with behaviour and bullying, it is important to understand the difference between rough play, a genuine accident, an angry remark and bullying. The table below provides a helpful distinction between bullying and what is referred to as relational conflict.” *Portsmouth anti-

Bullying	Relational conflict
Repeated, hurtful behaviour	Happens occasionally
Deliberate or intentional behaviour that causes physical or emotional harm	Accidental
Imbalance of power	Equal power
No remorse	Remorseful
No effort to solve the problem	Effort to solve the problem

bullying guidance & resource pack for schools (January 2018 edition)

Forms of bullying

Bullying can take many forms but the main types are:

Physical – eg. hitting, kicking, taking belongings

Verbal – eg. name-calling, insulting, racist/homophobic remarks

Indirect – eg. spreading nasty stories, excluding someone from social groups

Non-verbal – e.g. body language, gestures, staring

- The victim who has been bullied will be helped to feel safe.
- All pupils, staff and parents will know that bullying is taken seriously and will not be tolerated.
- Staff will respond calmly and consistently to incidents of bullying.
- All parties will be protected and supported while the issues are resolved.
- The person/s who have bullied or colluded, will be encouraged to behave in a more acceptable manner.
- Interventions will be monitored and followed up in an appropriate manner at individual, group or whole school level.
- Parents will be involved wherever possible.
- Personal, Social, Health and Emotional activities should be used for promoting anti-bullying in the school.

There are FIVE vital stages (outlined in this policy as below)

THE FIVE STAGES:

1. Be Available: Break the code of secrecy. Make it known that you are ready to listen. Provide immediate support.
2. Listen to the Victim: Ask the victim who was involved and how she/he is feeling. Investigate and gather information about the allegation.
3. Record: In all cases ensure the incident is recorded and that reports are collated.
4. Respond: Ensure that our response is non-aggressive and provides a model of positive behaviour. Identify pupils with a long term need, requiring a support or development programme.
5. Follow Up: Review progress and evaluate policies and intervention.

Further sources of information

DfE Behaviour and Discipline in Schools Guidance (January 2016)

The Equality Act 2010

The Education (Independent School Standards) Regulations 2014

Portsmouth Anti-bullying guidance and resource pack for schools (January 2018)

Keeping Children Safe in Education (September 2018)

Working Together to Safeguard Children (July 2018)

Review

When: Annually when reviewing our Behaviour Policy or in Anti-bullying Week

By whom: All staff then referred to the Local Governing Board

Agreed: November 2018