

# HILLSIDE INFANT SCHOOL

## ANTI-BULLYING POLICY



### Rationale

Everyone in the school environment needs to feel safe. This policy has been written to safeguard the well-being of children in the school. We are working to create a school community where bullying is not tolerated in accordance with the Charter for Action (DFE). Keeping Children Safe in Education (2021) makes specific reference to peer-on-peer bullying and therefore the Child Protection Policy should be read in conjunction with this policy.

### Definition

The Anti-Bullying Alliance defines bullying as the repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.

### Recognising bullies

- Bullies tend to have assertive, aggressive attitudes over which they exercise little control.
- Bullies tend to lack empathy; they find it hard to imagine what the victim feels and have not developed the necessary social skills to form and maintain positive relationships with their peers.
- Bullies tend to lack guilt; they rationalise that the victim either 'started it' in the first place, or somehow 'deserves' the bullying treatment.

### Dealing with bullying incidents - procedure

When dealing with bullying incidents we should;

- Listen carefully to either child or parent
- Use bullying allegation form to record all allegations (see Appendix 1)
- Take appropriate action as quickly as possible
- Reassure and comfort the victim
- Make it absolutely clear to the bully that their behaviour is unacceptable
- Encourage the bully to see the victim's point of view
- Deal with the bully in accordance with the school's Good Behaviour policy
- Explain clearly any sanction and why it is being given
- Monitor bullying incidents
- Inform the parents of all children concerned

### Parents

All parents of pupils entering the school will be encouraged to sign Hillside's Home School Agreement, which states what we expect from the home – school partnership.

### Curriculum

A whole school approach towards developing positive and healthy relationships will be developed through the PSHE curriculum, safeguarding lessons, assemblies and class circle times. The Inclusion Manager will also monitor the situation and identify children for whom a social skills programme may be appropriate. The school values of 'Working as a Hillside Team, Kindness and Honesty Always, Using Good Manners and Always Trying our Best' are reinforced through every interaction.

If you are unhappy about the way that a bullying incident has been addressed, please contact the Governor for Safeguarding via the school office.

This policy should be read in conjunction with the Child Protection Policy and the Positive Behaviour Policy.

Approval date: October 2021

Review Date: October 2026



Following investigation in school some of the following actions may be taken.

- Whole school discussion on bullying and its effects
- Class session on raising awareness of bullying and its effects
- Discussion with individual child/children
- Discussion with other parents/carers
- Sanctions applied as detailed in the behaviour policy

What would you consider a good outcome to be and have you any ideas as to how this could be achieved?

Thank you for reporting this incident and in doing so helping the school to eliminate bullying.

Feedback to parent/carer

Date:

Staff member: