



**Minet Infant and Nursery School
Anti-Bullying Policy**

Policy Date: March 2021
Review Date: January 2024

Chair of Governor approval:

Everyone at Minet Infant and Nursery School has a right to feel welcome, secure and happy. We seek to provide an environment, which encourages children to take responsibility for their own actions and behaviour. This is supported through the Behaviour Policy and we expect children to develop a caring attitude and a respect towards others.

WHAT IS BULLYING?

The Anti-Bullying Alliance defines bullying as ‘the repetitive, intentional hurting on one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.’

The Department for Education guidance Preventing and tackling bullying (2017), defines bullying as: *Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.*

We aim to provide children with a **safe and secure environment**, which enables them to develop their self-esteem. We aim to develop children’s social skills in order that they can work and play **cooperatively** and **fulfil their potential**. We cannot force children to always like each other, but we can prevent them from actively disliking and bullying each other.

We will:

- Identify early forms of intimidation so as to reduce opportunities for bullying.
- Provide a good ratio of staff to pupils supervising the playground during play time and lunch time.
- Ensure all adults follow the recommendations in the Staff and SMSA Handbooks in the way they respond to children so that children feel confident to talk to adults in school about concerns and anxieties.
- Ensure that all staff follow the Behaviour policy, and rewards and sanctions consistently. Encourage each child to develop a sense of feeling special and of belonging through our teaching in Assemblies and Religious Education programmes of study.
- Raise children’s self esteem through discussion and activities in the PSHE curriculum, particularly the use of Circle Time.
- Offer a cross-curricular education with emphasis on the moral, social, cultural and spiritual development of the children.
- Develop children’s assertiveness.

Implementing our Anti-bullying policy

- Children are encouraged to respect and value each other through planned teaching in different subject areas such as:
 - ◆ Personal Social Health Education
 - ◆ Assemblies
 - ◆ English
 - ◆ R.E.
 - ◆ Health & Relationships Education
1. Parents are made aware of the Behaviour Code as their children enter school and an updated copy is always available on the school website.
 2. Adults in school investigate incidents at the time of being informed by a child or when they witness behaviour.
 3. Staff routinely involve children in discussions, in order to find appropriate solutions when a child feels he/she is being intimidated. This process takes accounts of the child's age and may involve parents/carers as well. A written account of all incidents is kept on the school's secure system CPOMs.
 4. Parents are informed in the first instance by the class teacher of any concerns regarding the inappropriate behaviour by their child. This would include any incidents of isolated aggression, persistent aggression or bullying.
 5. Staff report to the headteacher and Designated Safeguarding Lead, every concern that is raised by pupils or parents regarding bullying via CPOMs as well as through discussion.
 6. All reported incidents of bullying will be investigated and taken seriously by staff members.
 7. Individual Education Programmes may be planned to support children in addressing any behaviour difficulties they may be having. Subsequent behaviours and attitudes are monitored. Parents are informed and involved at each stage.
 8. The school requests support from the Behaviour Support team to provide advice and professional development to address issues of bullying and support the school's management of behaviour through the Behaviour Policy.
 9. The management of behaviour is the responsibility of all staff and is a regular focus of in the school.
 10. Children are taught to say "Stop it! I don't like it!" when being treated unkindly or annoyed by others; then to tell an adult. This teaching may be done in assemblies and is encouraged by all staff. Children are reminded of this routine on a regular basis.