The Avenue Infant School

ANTI-BULLYING AND AGGRESSIVE BEHAVIOUR POLICY

Adopted: _____

Signed on behalf of the Governing Body___Stewart Millar_____

Position:_____

Date: _____March 2019_____

Review date: _____

THE AVENUE INFANT SCHOOL

Anti-Bullying and Aggressive Behaviour Policy

Rationale

- The Avenue Infant School community includes children, staff, governors and parents.
- Every member of the school community at The Avenue Infant School has the right to feel welcome, comfortable, safe, secure, equally valued, respected and happy.
- Every member of the school community has the right to develop, free from prejudice, stereotyping, harassment and negative discrimination.
- Every pupil has the right to equal access to a curriculum that meets their needs.
- Every member of the school community has the responsibility to treat others with respect.
- Every member of the school community has the right to object to language and behaviour which is offensive or intimidating.
- Every member of the school community has a responsibility to address and/or report all incidents of bullying or aggressive behaviour.

Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos. The school makes a commitment to take bullying seriously, intervene effectively, reduce the frequency and increase the likelihood that incidents are disclosed to responsible adults.

Bullying is prejudicial and this form of behaviour must be dealt with effectively at all times. Whilst shared values might not be achievable however the resulting harmful language and behaviour is unacceptable in every circumstance.

Where bullying exists the victims (pupils or staff) must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

The designated anti-bullying lead teachers and work with the Headteacher and Senior Leadership team to monitor and report bullying incidents in school.

Our behaviour policy and procedures are reviewed at least annually and as part of our school improvement, and the anti bullying policy and procedures form an integral part of this review.

What is bullying?

- 'Bullying is the repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace'

  Anti-bullying Alliance 2011
- The school works hard to ensure that all pupils know the difference between bullying and simply "falling out" and will need to be supported by the parents/carers because of the age and understanding of the pupils.

- There are various types of bullying:_

CLASSIST, DISABILIST, SEXIST, GENDER, HOME CIRCUMSTANCES, HOMOPHOBIC (people do not have to be gay but may be perceived to be so and may suffer bullying as a result), **RACIST + RELIGIOUS**

★ Verbal abuse, name calling, ridicule. ★ Offensive mimicry, mockery of contribution to work, of specific disability, of a person's way of speaking or demeanour, of physical appearance, clothing or belongings, dietary habits, country of origin, way of speaking, behaviour, appearance, religious observance. ★ Pretending not to understand or use of gibberish. ★ Uninvited and inappropriate touching. ★ Sexual assault. ★ Cyber bullying – by phone or computer.	★ Physical threats or attacks. ★ Defacing property, graffiti. ★ Wearing provocative badges or insignia, having racist leaflets etc. ★ Inciting others to bully. ★ Refusing to co-operate in work and play. ★ Indirect action such as spreading unpleasant stories about someone. ★ Isolating. ★ Sexual innuendo

What is aggressive behaviour?

- Aggressive behaviour is when a child causes someone else (child or adult) deliberate harm which is considered to be particularly unacceptable (not within the normal range of behaviour) but, unlike bullying, no individual is repeatedly targeted.

Anti-Bullying Procedures

- The Avenue aims to create an environment where children feel that they are able to report bullying incidents and where prompt decisive action will be taken. The well being of the child being bullied and the child reporting the bullying is paramount. The student will be informed of how the incident is being dealt with by their class teacher. Parents and Carers will be informed

- If a child is subject to any form of bullying behaviour they should report it to their teacher or any adult that they trust in school. They may come to the drop in session during Wednesday lunchtime to speak with the anti- bullying lead teacher.

- If a child is a witness to bullying behaviour they should also report it to an adult within school. Once a case of bullying behaviour has been reported the incident will be investigated which will include talking to both the child being bullied and the child engaging in the bullying behaviour.

- Parents who wish to discuss bullying can make an appointment with their child's class teacher, the Family Support Worker or the Head teacher.

- Victims who are worried about openly discussing an incident when the aggressors are present must be assured through constant training and reinforcement that each incident will be treated sensitively by all staff. Victims need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying.

- Upon discovery of an incident of bullying or aggression, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. Each pupil (victim and aggressor alike) must be given an opportunity to talk (this is essential for the fullest picture to be established) and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style.

- Feedback will always be provided to individuals who have made the allegations or complaint.

- All incidents will be discussed with the parents/carers of the victim and the perpetrator.

- Incidents and allegations will be investigated and the outcome recorded on the appropriate forms. See forms attached to this policy. Records of incidents of bullying will be kept and their frequency and type will be monitored by the school and LA. This information will be used to develop the school's anti-bullying work. The school reports bullying and racist incidents monthly via an online reporting system.

Bullying / aggressive behaviour at After School Club

The combined After School Club for The Avenue Infant School and Park Junior School provides an excellent opportunity for children across the whole primary range to interact with acceptance and respect. The principles of both schools' behaviour policies will be applied.

Where incidents or allegations occur within After School Club times, the procedures outlined in this policy will be applied in the same manner. Liaison between both schools may be required where the victim / perpetrator are from separate schools, including joint meetings with parents / carers where necessary. Regular communication between the schools is essential to address potential issues early on to prevent escalation to more serious events. As a standard / minimum, monthly meetings will take place between the two schools' leadership to discuss the provision, any issues will be discussed at these meetings or sooner if required. Written records of incidents will be shared with Park Junior school where a Park pupil is involved.

Bullying outside school premises (DfE 2014)

- Teachers have the authority to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.
- Where bullying outside school is reported to school staff, it will be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will be informed.
- In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Sanctions and Support

Action prior to bullying stages: Teacher speaks to the child to warn them that their behaviour could be seen as bullying if it continues and informs them of the consequences of continuing to behave in the same way. It is expected that this conversation will ensure that a child will stop this behaviour and that no further action will be needed.

If the behaviour continues,

- Class teacher speaks to bully and child being bullied.
- Other staff asked to monitor situations such as on the playground.
- Parents of the bully and bullied informed.
- A record is made of the behaviour.

If bullying persists,

- Class teacher will meet again with bully and child being bullied.
- Class teacher and parents meet with headteacher.
- Behaviour reward system put into place for bully and monitored.
- A further record is made of the behaviour.

If bullying still continues,

- Parents, teacher and headteacher meet again.
- Governors notified.
- Further advice sought.

- Support mechanisms will be put into place to ensure the pupil engaging in the bullying behaviour understands the consequences of their actions and desists from future bullying.

- Outside agencies may become involved, as deemed appropriate.

- Bullying incidents will be logged in the pupil's file.

- The Headteacher will consider all issues when deciding on sanctions, which may include alternative approaches to the stages described above.

- Bullying can be a crime; we may therefore involve the police where appropriate.

- Failure to address bullying will be followed up by the head teacher.

<u>Complaints Procedure</u>

The school subscribes to the LA scheme for resolving general complaints, which may be made against the school, for example, in relation to school rules or policies. We will always try to resolve difficulties or complaints at the earliest possible stage through discussion between parents/carers and class teachers or the head teacher. Occasionally it may be necessary to refer a matter to a small sub-committee of Governors if it cannot be settled by members of the teaching staff. Should it still prove impossible to resolve a complaint following consideration by the Governors, it can be referred to an independent panel set up by the LA. This panel will consist of a County Councillor, a Governor and a Parent, none of whom have a connection with the school or the complainant. The members of the panel would be advised by a Senior Officer and would all have received training in, or have had previous experience of, the working of appeals committees. The complainant (or representative) and the school will be able to put their case to the Panel and both parties will agree to accept the findings of the Panel. Parents having any cause for complaint should contact the head teacher for informal discussions.

Following Circular 1/89 the school will adhere to a four-stage approach:

Stage 1: Any complaint concerning the above issues will be dealt with informally by the Head teacher and the teaching staff of the school, as quickly, as fully and as fairly as possible.

Stage 2: If a parent is still unhappy with the outcomes of any such discussions the complaint will be accepted as formal and as such must be forwarded to the Governing Body in writing. The parent may also make oral representations to the Governing Body to ensure that they have full details. The Governing Body must inform the parent, in writing, of any decision taken to resolve the dispute.

Stage 3: Any parent who still feels that the complaint has not been addressed may take their concern to the LA in writing. A panel will be brought together by the LA to hear the complaint. A member of the Governing Body of The Avenue Infant School will attend such a meeting.

Stage 4: As a final step a parent may address any complaint to the Secretary of State for Education.

Parents have to follow this staged process.

Parents/carers Involvement

The parents/carers of bullies/aggressors and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully/aggressor will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Keeping information from the school, or from their parents/carers, will never help a problem to be solved, and will prolong the period a victim has to suffer. Whilst there is little history of bullying at The Avenue, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. This policy is seen as an integral part of our Behaviour Policy.

Links to other policies

The anti bullying policy contributes to all aspects of school life including teaching and learning, behaviour, attendance, achievement, health and safety, PSHE and equality and diversity.

We also adopt the guidelines laid down by ACAS regarding 'Bullying and Harassment at Work'. A copy of these guidelines are kept in our Staff Room and are also available upon request.

Actions to Tackle Bullying/Aggressive Behaviour

Prevention is better than cure so at our school we will be vigilant for signs of bullying/aggression and always take reports of incidents seriously.

- We will use the curriculum and assemblies whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour. Once a year an anti-bullying week will be held in school in addition to other work about bullying in PSHE.

- All children in school are encouraged and expected to follow the Golden Rules, which encourage co-operative behaviour and kindness to each other. Any child who breaks a golden rule will lose a golden minute and their behaviour will be noted in the class golden book.

- Our School Values of Respect, Kindness, Perseverance, Responsibility and Confidence are woven into our school ethos and curriculum and focusing of these values, along with the school Golden Rules, helps provide pupils with the ethical language they require to talk about bullying and aggressive behaviour.

- There are various strategies that can be applied if more than one pupil is involved in bullying another. Circle Time, assembly and PSHE lessons will be used as appropriate forums to discuss bullying. If held regularly, these can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour.

- The BFGs (Be Friends Group) group will lead assemblies and help to implement new anti bullying strategies with the school. They will meet termly to discuss new strategies and initiatives.

- Pupils are told that they must report any incidence of bullying/aggression to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying/aggression taking place it is their responsibility to report their knowledge to a member of staff.

- Parents will be sent a copy of the anti-bullying policy when their child joins the school, and a parents meeting will be held during anti bullying week to discuss current policy and initiatives.

- All staff will be kept informed of new strategies and will be given a copy of the policy. Lunchtime staff will be supported to be aware of bullying behaviours and reporting procedures. Training for staff will be provided where available and necessary.

- As part of the Home- School Agreement, parents/carers will be asked to commit themselves to this policy.

- We will review the policy as part of the school self review process and put into place refinements which improve the effectiveness of the policy and anti-bullying provision.

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Staff recording form for reporting bullying incident.

Incident reported to _____

Incident reported by _____

Date of incident: _____ date of report: _____

Time of incident: _____ time of report: _____

Brief description of incident:

Action taken (include names and dates of people involved)

Parent/carer/guardian involvement: Yes No

Recorded in behaviour file _____ to headteacher _____ to class teacher_____

To lunchtime staff_____ to support staff _____ to rest of staff _____

Signed: _____ Date: _____

THE AVENUE INFANT SCHOOL

Staff recording form – aggressive behaviour incident.

Incident reported to _____

Incident reported by _____

Date of incident: _____ date of report: _____

Time of incident: _____ time of report: _____

Brief description of incident:

Action taken (include names and dates of people involved)

Parent/carer/guardian involvement: Yes No

Recorded in behaviour file _____ to headteacher _____ to class teacher_____

To lunchtime staff_____ to support staff _____ to rest of staff _____

Signed: _____ Date: _____