Holtsmere End Infant and Nursery School

Anti-Bullying Policy

(Read in conjunction with Behaviour and Child Protection Policies)

Date: October 2024

Signed:

Nicola O'Connell – Headteacher

Jane Bisseker – Chair of Governors

RATIONALE

Rationale

Everyone at Holtsmere End Infant and Nursery School has the right to feel welcome, secure happy and safe. Our school is committed to actively working to prevent all forms of bullying and ensuring all members of the school community can flourish.

Aims

1. To ensure that all people (children and adults) in the school community are able to work in a safe, secure environment where everyone is treated with kindness and respect.
2. To clarify for all members of the school community that bullying is not acceptable and must be totally discouraged. Everyone must act in a positive way to ensure that bullying is challenged and reported.
3. To ensure that all pupils, parents/carers, staff, governors and others are aware of this policy and know that appropriate action will be taken.

What is bullying?

'Bullying is deliberately hurtful behaviour, repeated over time, where it is difficult for those being bullied to defend themselves.'

Bullying can take many forms, but may be:

1. Physical e.g. hitting, kicking, taking or hiding belongings.
2. Verbal e.g. name calling, teasing, insulting , unkind or offensive remarks (including comments about someone's appearance)
3. Emotional e.g. spreading rumours, excluding from groups, tormenting, staring.
4. Cyber: bullying via the internet or text messages

Any of these may also have contexts which discriminate in relation to a person's 'protected characteristics' (age, gender, disability, ethnicity, religion or beliefs, sexual orientation, transgender, marriage or civil partnership status, pregnancy and maternity or socio-economic background).
We discuss bullying with children during assemblies and lessons using language which they can understand – 'Picking on someone repeatedly because you think that you are better than them'.

Signs of bullying:

Pupils may be reluctant to tell anyone they are being bullied, but often there are signs that we can look for:

- Obvious distress, such as tearfulness or persistently looking unhappy
- Unwillingness to come to school
- Frequent headaches, stomach aches or complaints of feeling unwell
- Isolation from other children/not "joining in"
- A sudden deterioration in the standard of work

- Reluctance to leave the classroom at the end of the day
- A tendency to stay close to staff during breaks
- Uncharacteristic behaviour
- General unhappiness/anxiety/fear
- Speaking negatively about, or behaving negatively towards themselves

Actions

1. The teacher involved must record a brief note of any significant incidents that happen in the classroom and on the playground on CPOMS (Child Protection Online Management System). This should include the date, an explanation and any action taken. These records will be monitored by a member of the SLT on a daily basis. **ALL** incidents must be recorded on the day of occurrence.
2. The member of staff on duty in the playground must also record any significant incidents on CPOMS. The class teacher and/or a member of the SLT (Senior Leadership Team) **MUST** be informed.
3. All incidents involving racism or bullying **MUST** be reported to the Head (or Deputy Head teacher in the Head's absence).
4. The Headteacher will address the incident with the children involved and contact parents.
5. Action will be taken including consequences and appropriate pastoral support to ensure that bullying ceases. The situation will be monitored and further action taken if the incidents persist. This **may** include reduced or increased 1:1 supervision on the playground or moving to a different classroom if this is a possibility.
6. We will follow our Behaviour Policy.

Review October 2025