

Violet Lane Infant and Nursery School
Policy Statement: Bullying in School

Statement of Intent

The aims and objectives of Violet Lane Infant and Nursery School in formulating this statement are

- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form.
- To establish appropriate means of providing after-care should an incident of bullying occur.
- To ensure that all pupils and staff are aware of this Policy and fulfil their obligations to it.

Definition

At Violet Lane bullying is defined as repetitive and calculated, 'behaviour by one or more individuals which produces damaging or hurtful effects on another. These effects may be physical or emotional'.

The values and beliefs underlying this Policy are:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks.
- Both those who are bullied and those who bully will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups.
- The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.

Action to Combat Bullying

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- The range of rewards and sanctions outlined in the school behaviour and discipline policy, including the methods of acknowledging any good behaviour;
- All staff employed at the school are made aware of their responsibility to report any incident to Headteacher or Deputy Headteacher immediately. Children are supported following any incident by SENCO or Headteacher.
- All staff, parents and governors are reminded of the Policy at its annual review. Discussions with children on acceptable and unacceptable behaviour are ongoing.
- Training of non-teaching staff in particular is regular. Strategies for absorbing children in their outdoor play are discussed, trialled and evaluated regularly.
- Parents will be informed and involved in incidents and action taken, in order to work together in promoting positive play and relationships.

Initiatives academic years 2002/3/4/5/6 inclusive

- playground re-tarmaced and new markings 2004, tyre park developed
- supervisors re-trained in discipline systems
- Some sheltered cover in playground
- Nurture groups
- Assembly themes
- Wheeled toys for afternoon play YR

Initiatives academic years 2007/8/9/10

- playground equipment increased and zones created
- woodland developed and used daily
- play leader appointed lunch times
- climbing frames/role play / amphitheatre on main playground.

Individual Responsibilities

Pupils are continually reminded to :

- Report all incidents of bullying to the adult responsible at the time of the incident.
- Act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents which the victim may be afraid to report.
- Adhere to and promote the aims and objectives of this statement.
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils.

Parents too can play a vital role by

- Stressing to pupils the importance of sociable behaviour.
- Reporting any misgivings they have concerning bullying immediately.
- Actively endorsing and supporting the school's Anti-Bullying Policy.
- Noting that it is never appropriate to use physical violence against, or in any other way seek to bully, a bully.
- Reminding their children to report any incident immediately.

Evaluation Procedures

In order to assess the effectiveness of this Policy, the following standards will be used as a means of measuring performance.

- Variations in number of report incidents over a given period. The ultimate aim is to have nil incidents. A record is maintained of all complaints and action regarding bullying in school.
- L.A. audit is completed annually regarding any exclusions

Policy Ownership and Responsibilities

This Policy will be considered to be a living document. As such, it will be periodically updated and reviewed. The process and timescale of review is **annual**. The policy is reviewed in the Summer Term each year prior to new entrants' meetings.

Ultimate responsibility for its introduction and implementation will rest with the Head Teacher, who will consult with the Governing Body. However, it is important to remember that all staff, pupils and parents have an active part to play in the evolution, development and maintenance of this Policy.

Our ultimate aim is to provide a learning environment free of any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.