

Diamond Hall Infant School
Anti-Bullying Policy

At Diamond Hall Infant school we define bullying as follows:

A person is bullied when he or she is exposed repeatedly and over time to negative actions on the part of one or more persons.

Negative actions can include:

- Physical hurtful behaviour e.g. kicking, punching.
- Verbal e.g. name-calling.
- Emotional e.g. deliberately excluding.

We believe that everyone at Diamond Hall Infant School should tell someone if they are being bullied or know someone who is. **TELLING IS A GOOD THING!**

Practical Principles

We want to create a school ethos that encourages children to tell or talk about their concerns.

The Nurturing Programme running throughout the school from Nursery through to Year 2 provides an opportunity for our children to discuss their feelings on a regular basis.

Someone will always be available to listen whenever a child has a concern whether it is a child's class teacher or a member of our support staff.

Everyone at our school deserves self-respect and we help our pupils to be assertive and stand up for themselves in an appropriate way. Our school believes in building the self-esteem of all children.

At Diamond Hall Infant School we believe that everyone is unique and the differences of each individual are celebrated.

Every child, parent and member of staff has the right to a safe school but with this right comes a responsibility for everyone to work together to achieve this goal.

Procedures For Dealing With Incidents

Immediate Action

Congratulate child for telling you and reassure you will try your best to help. A key adult that the child can speak to at any time will be identified straight away. To ensure the immediate safety of the child/children concerned the school will offer appropriate support to everyone involved whilst the matter is being investigated. We will always try to involve the child in any possible solutions. All incidents of alleged bullying will be reported to and recorded by Team Leaders. We will talk to the child who is being bullied and everyone who may have been involved. This could include teachers, support staff, lunchtime staff, other children etc.

At the end of the investigation, if bullying is confirmed, the Headteacher and/or Deputyhead will be informed immediately and a member of staff will contact parents.

Our ultimate aim is to stop the abuse and change the behaviour of the bully. We also aim to enable the bullied child to have control of the outcome. Underpinning how we do this is our belief that children need opportunities to gain understanding of social empathy, control of their own behaviour and an understanding of both their own feelings and the feelings of others in a supportive environment. The school will try to achieve this in a number of different ways as outlined below:

- Discuss with all the children involved the issues appropriate to the incident and to their age and level of understanding. A problem solving approach may help but the discussion should remain focused on finding a solution to the problem and stopping bullying recurring. The discussion may involve only the parties concerned or it might involve a wider range of peers using a circle time approach to highlight the feelings evoked by bullying for both parties. If this method is adopted it is important to ensure that the child being bullied give consent and wants to openly discuss the incident.
- In some cases it might be necessary to isolate the bullying behaviour. The bully will be removed from the environment making it clear why this has happened. He or she will be asked to reflect upon the reasons for the isolation using the language of choices / consequences. This relates to the Nurturing Programme sessions implemented in school from Nursery through to Year 2.
- In the case of persistent bullies the school will request help from outside agencies such as The Sunderland Anti Bullying Strategy or Behaviour Support Unit.

In all cases of bullying all parents will be informed of the problem and the action taken to help their children overcome it.

