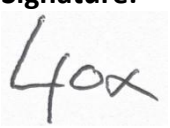
Imperial Avenue Infant School

Anti-Bullying (Child on child abuse) Policy

Policy Date:	**September 2024**		
Policy Review Date:	**Autumn Term 2026**	**Head Teacher** **Mr L fox**	**Chair of Governors** **Miss E Harrop**
		Signature: 	**Signature:** 

At Imperial Avenue Infant School we have high standards of teaching and learning which challenge our pupils to achieve. ***"We value and respect the uniqueness of each child and work together to achieve success"*** – school mission statement.

Our anti-bullying policy supports this ideal by:

- Promoting respect and tolerance for each other and the school
- Helping pupils towards an understanding of what is right and wrong
- Supporting everyone in forming good relationships with adults and peers. We believe that pupils should be involved in the writing, implementation, monitoring and review of an anti-bullying policy

We believe in tackling incidents of bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear. This involves including and engaging everyone's perception of bullying.

What is bullying?

Taking guidance from 'Keeping children safe in education' with regard to 'Child on Child' abuse https://assets.publishing.service.gov.uk/media/66d6d34ac63bb34da0709f24/Keeping_children_safe_in_education_2024.pdf page 33:

Imperial Avenue adopts the following definition of bullying;

"Behaviour, by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally." (Safe to Learn: Embedding anti-bullying work in schools. Department for Children, Schools and Families, 2007)

Bullying can take a number of forms – both physical and non-physical, either in combination or in isolation.

Examples of Bullying (Peer to Peer) can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), being bossed around, hurting people's feelings, being nasty, unfriendly, mean, blackmailing
Physical	Pushing, kicking, hitting, punching or any use of violence.
Racist	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact, sexually abusive comments or children using sexually abusive behaviour
Homophobic /LGBTQ+ /Transphobic	Associated with or focussed on the issue of sexuality
Verbal	Name calling, sarcasm, spreading rumours, teasing, being cheeky
Cyber	Any of the above through email, texting or through a social network
Body confidence/ Dysmorphia	Name calling, sarcasm, spreading rumours, teasing, being cheeky

Bullying through a 3rd Party

Other concerns, that might not necessarily easily fit into these headings, will nevertheless be taken seriously, e.g. being picked on, taking advantage of another person.

Staff are aware that it is a possibility that the bully may be an adult and will follow the local Child Protection procedures where this is the case.

Aims
The aim of our anti-bullying policy is to:

- Clarify for pupils, staff and parents what bullying is and that it is always unacceptable. Explain to staff, pupils and the school community why bullying and harassment occur and their impact on individuals and the school as a whole
- Provide a safe and secure, stimulating, positive and mutually respectful and inclusive environment for learning

School also intends:
- To involve the pupils in any planning, discussion and dissemination of any work related to anti-bullying
- To have in place an anti-bullying support system that all staff and pupils understand and apply the system consistently. See appendix – S.T.O.P.
- To regularly monitor and review the policy with the full involvement of staff, pupils, school council and parents/carers
- To encourage pupils to keep the school rules such as '*take care of our school"*
- To use the S.T.O.P. mnemonic - Several Times On Purpose and Start Telling Other People helpful hand as a way for young children to recognise and respond to incidents of bullying
- Hold an anti-bullying awareness week yearly and promote activities on the chosen national theme

Practice and Procedures

Positive, Peaceful places Award
In December 2021 we achieved the positive and peaceful places award. This is awarded to settings who can evidence that they meet the Local Authority's charter statements. We are in the process of re-accrediting this award.

Pupil voice/parent voice
Each year during anti-bullying week, all children in reception and key stage 1 take part in a questionnaire relating to anti bullying. This includes questions about how children feel at school, trusted adults and what they could do if they have a problem.

Parents and carers are also sent a link regarding their views on behaviour and anti-bullying. As a result of this, a parent leaflet is amended to address any misconceptions. (see appendix 2)

What we do to prevent bullying
Imperial Avenue has adopted the S.T.O.P approach to bullying to help staff, children and parents to identify bullying incidents and who to communicate to.

We expect staff will:
- Teach and support the S.T.O.P approach to bullying
- Promote the school rules, which support the whole school policy
- Support children in their training on being a 'big buddy' in the playground
- Provide a model of behaviour to children in and around school
- Raise awareness of bullying and the prevention of embedded within the curriculum
- Raise awareness of the issues of bullying with parents
- Raise any concerns about a person's behaviour to the class teacher and/or Head teacher
- Provide a key staff member who is responsible for the monitoring of issues concerning anti bullying
- Be involved in the planning and implementation of the Anti-Bullying policy
- Take part and plan for Anti-Bullying week yearly
- To deliver the Jigsaw programme within our Personal, Social, Health & Economics (PSHE) curriculum that covers all aspect of bullying during lesson times.

We expect parents will:
- Support the school in making sure their child is safe and happy at school

- Report any concerns to an appropriate adult in school

We expect that governors will:

- Support the Head teacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

We expect pupils will:

- Support the Head teacher and staff in the implementation of this policy
- Follow the school rules
- Feel safe and be responsible for making themselves and others around them feel safe
- Report incidents through an adult in school or outside of school, or the worry box
- Feel supported in reporting incidents of bullying
- Be represented by the school council in the planning and of the Anti-Bullying policy
- Take part in activities promoting anti-bullying

Dealing with bullying

Recording

All incidents of bullying will be recorded in the designated behaviour log. Details of names of those involved, time and date and the incident/s will be recorded. The incidents must be continually reported to the class teacher and the Head teacher/Deputy head teacher.

Once a child's behaviour has been recognised as 'bullying' the school will begin with step 1. If the behaviour continues after step 1 has been implemented, then the school will continue onto the next step each time the bullying behaviour is discovered to be continuing. Child protection procedures should always be followed when concerns arise.

Step 1

- Discuss the situation with all the children involved. Make sure the children involved understand the choices that were made and why they were 'not appropriate'
- Parents informed verbally by class teacher.
- The bully's behaviour will be monitored by the class teacher and the Head teacher/Deputy head teacher

Step 2

- Parents/carers meet with Head Teacher to plan the best ways to reduce the bullying behaviour
- Sanctions discussed and arranged with child. These will be loss of privileged activities and lunch and morning playtimes
- Formal monitoring by the whole school
- If child is not already part of pastoral plan this will be recommended

Step 3

- External agencies will be involved for advice. E.g. Behaviour Support Team
- Formal monitoring
- Strategies for home and school put in place to be followed and reviewed

Step 4

- Fixed term exclusion
- Local Authority (LA) informed
- Reviewed strategies from Step 3 continued

Step 5

- Exclusion, the child can no longer attend Imperial Avenue Infant School

These steps are aimed to support the victims, the bully and to ensure the safety of children and staff at Imperial Avenue. When dealing with bullying we will ensure that sanctions are applied fairly, proportionately, consistently and reasonably, taking account any special educational needs or disabilities that pupils may have and taking into consideration the needs of vulnerable children.

A parent friendly leaflet on Anti-bullying is sent out to parents each year which highlights what bullying is and what pupils/parents should do. (Appendix 2)

Monitoring and Review

Trends and strategies are analysed for inclusion in the head teacher's reports to governors. Careful monitoring and analysis provides us with a regular opportunity to link monitoring to action planning for the following school year.

The school staff and governors of the Resources Sub-committee review this policy each year.



Imperial Avenue Infant School

We recently sent out a questionnaire and this leaflet has been produced in response to the feedback received.

Our Anti-bullying and behaviour policy can be viewed on our school website .

Anti bullying policy

Behaviour policy

Parent's guide—behaviour policy



School rules

During transition days, the children and class teacher come up with a list of rules that they will follow. The rules are individual to each class but will cover things such as



- Good listening
- Kind hands/feet/words



- Teamwork
- Trying your best

Children are rewarded for good behaviour. This may include prize boxes, stickers, dojo points etc.

What are red cards?

A red card is given to a child who has broken a school rule. All red cards are logged so we can track the behaviour of pupils and offer support/ guidance when and where appropriate

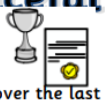
Red cards can be given for

- Hurting others
- Ignoring or being rude to school staff
- Vandalism or theft
- Swearing
- Homophobia or racism



This is not an exhaustive list.

Positive, Peaceful Places



We have been working hard over the last couple of years to gain the Positive, Peaceful, Places award and were awarded this in December 2021.

This is an Anti-bullying award and we have worked with pupils, staff and parents to meet the criteria. We have recently worked with another local school to help them also achieve this award.

The areas we have provided evidence for include

- **Peace building:** Reciprocity, friendship and togetherness – how we enable students and staff to embody peace
- **Peace Making**: Responsibility, reconciliation and putting things right – how we deal with conflict in our school
- **Peace Keeping**: Safety and respect – how we keep members of our school safe from harm

We were very lucky to have our Forest School area developed and this continues to be used as a key area in school.

Our Happy lunchtimes also help keep our children engaged and happy on the playground.



What is bullying?

Several **T**imes **O**n **P**urpose



Start **T**elling **O**ther **P**eople

Bullying is when a child deliberately targets another child several times on purpose. It can take varied forms such as names calling, breaking someone's things, physically hurting them or frightening someone into doing things they don't want to do

How do we deal with bullying?

All incidents of bullying will be recorded in the designated behaviour log. Details of names of those involved, time and date and the incidents will be recorded. The incidents must be continually reported to the class teacher and the Head teacher/Deputy head teacher.

- Red cards will be given
- Situations will be discussed with all children involved
- Children involved will understand the choices made were 'not appropriate'
- Parents will be informed
- Behaviour will be monitored

Anti-Bullying Week

Every November, Imperial Avenue School holds an Anti Bullying week. Within this week children are reminded about what bullying is. Children all learn that bullying is Several Times On Purpose and will learn this message through the word STOP. They also learn the message Start Telling Other People.

Children think about different scenarios within their class and think about how a person should respond.

This year the theme is 'Make a noise'. Children will think about how to make others feel valued and who we can talk to. We will think about how our behaviour can also make others smile.

In our Jigsaw (PSHE) lessons we have learnt all about celebrating differences



Come and talk to us



We encourage all children to come and talk to someone if they are upset. This may be a simple falling out with a friend or a more serious matter.

There is always someone available to talk to if you need to discuss something. You can contact your child's teacher at the start/end of the day or through WEDUC.

Miss Smith is always happy to chat when she is on the playground before/after school or you can make an appointment to talk to her in private.

At Imperial we do not accept any form of bullying. Any issues will be taken seriously and dealt with in the correct manner depending on the age and understanding of the child

We will work together to:

- Make our school a place where everyone can feel safe and happy
- Help everyone to get on with each other as we believe that everyone has the right to be who they are

Remember If we don't know- we can't help!