



## Anti-Bullying Policy

### **Introduction**

Parsonage Farm Nursery and Infant School aims to create an environment in which all children feel happy and secure and able to develop academically, emotionally and socially. We recognise that children must be able to express their worries or concerns knowing that these will be taken seriously and that the appropriate support will be given.

We promote an understanding across the school community that bullying is unacceptable and action will be taken against it.

We recognise that in any school community there will be disagreements between children which may result in verbal or physical aggression. Such incidents will be addressed initially through the provisions of the schools' Behaviour Policy.

### **Definition**

We define bullying as follows:

A child, or a group of children, physically, verbally or psychologically causing distress to another child, or a group of children over a period of time.

We recognise that bullying is often covert and can be sustained over a period of time, but all incidents will be dealt with individually and with due regard to the particular set of circumstances and individuals involved.

### **Dealing with Bullying**

We always promote the highest expectations of behaviour, self-respect and respect for others. Through a Personal, Social and Health Education and Citizenship programme, assemblies and circle time, opportunities are planned specifically to enable children to talk about issues surrounding bullying. They are given clear guidance on what constitutes bullying and through discussion and drama are given the opportunity to rehearse strategies for dealing with bullying.

Children are always encouraged to speak to someone about their worries, and advised that they should tell someone at home, their teacher, another adult in the school, a friend or older pupil.

A report of bullying will be listened to, discussed and a way forward agreed.

### **Sanctions**

Sanctions should be used where bullying is clearly proven. We will operate the sanctions by:

1. Making it clear that we disapprove of bullying.
2. Explaining clearly the punishment and why it is being given.



3. In cases of one-off incidents where no physical harm occurs:

- a reprimand may be sufficient
- parents to be informed

4. In cases of continuous or more frequent bullying:

- parents to be informed
- free time or privileges may be withdrawn.
- loss of free time over a longer period
- Involvement of outside agency support

5. In very serious cases, a pupil may be excluded. This will involve the parents and Governors.

#### **Monitoring and evaluating the success of the policy**

The policy will be monitored and evaluated by:

- Senior Leadership Team (SLT).
- Governors.

The policy and/or procedures will, where necessary be revised in light of these evaluations.

This policy should be read in conjunction with all other policies, in particular Equal Opportunities, Race Equality, Teaching and Learning, PHSE, Health and Safety, Behaviour and Child Protection.

**Policy Date: March 2011**

**Policy Review Date: March 2019**