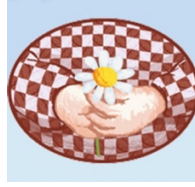


# Stone Bay Montessori and Beach School



## Anti-Bullying Policy

At Stone Bay Montessori and Beach School we understand bullying to be a deliberate, persistent attempt to hurt or humiliate someone. The aggressor acts in the knowledge that what s/he is saying or doing will hurt or frighten someone else, resulting in an imbalance of power, making it hard for the victim to defend himself or herself.

### **Identifiable types of bullying:**

- Physical (hitting, kicking, pushing, pinching, spitting, interference with personal property)
- Psychological (name calling, references to body image, threatening, teasing, excluding)
- Racial (racial taunts, negative stereotyping, gestures)
- Sexual (inappropriate physical contact, use of sexist language, negative stereotyping)
- SEN/Disability (name calling based on disability or Special Educational Needs)

### **Aims**

We strongly believe that our school should be a happy and loving place for children. Through our policy and practice we intend to ensure that all members of our school community understand that:

- No form of bullying is acceptable
- Everyone should report incidents of bullying, including witnesses
- We will support victims of bullying
- We will confront bullies with the consequences of their actions and help them to modify their behaviour
- We respond to incidents calmly and without aggression, thus avoiding reinforcing the message that it is all right to bully if you have power
- We seek staff, parental and peer group support to counter bullying at all times
- We will always listen

### **Preventing bullying:**

In order to identify incidents of bullying or prevent it entirely, we have agreed to carry out the following strategies:

- All staff must watch for early signs of distress in pupils
- All staff must be vigilant when on duty and not tolerate any inappropriate behaviour
- Bullying will be discussed as part of our 'Grace and Courtesy' (PSED) sessions, which will offer opportunities for pupils to discuss bullying and how to respond to it appropriately. We will use role-play and modelling to help to develop coping strategies, e.g. 'Stop it, I don't like it!'

### **Managing and investigating incidents:**

All Nursery staff take reports/incidents of bullying seriously, responding calmly and taking action as quickly as possible to establish exactly what has happened by listening to and talking with those involved, including witnesses. Depending on the severity of the incident we may use some or all of the following strategies:

- Comfort, support and reassure the victim
- Encourage empathy with the victim from the bully
- Make it clear to the bully what was wrong with the behaviour and why
- Encourage the bully to make amends
- Inform parents/carers
- Record specific, dated incident in the 'Incident Book'
- Share concerns at staff meetings