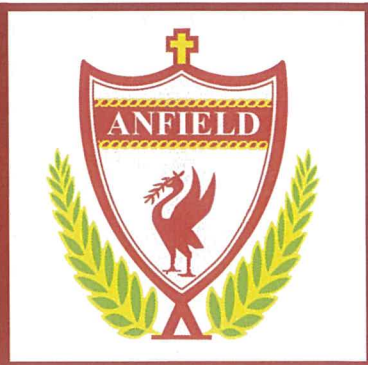# Anfield School
Anfield International Kindergarten
Anfield St. Bosco Koon Ying School
Anfield International Kindergarten and Nursery

Anti-Bullying Policy

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Introduction & Rationale

Anfield is committed to providing a safe and supportive environment for all students, where bullying in any form is not tolerated. This policy reflects our dedication to fostering a culture of respect, understanding, and inclusion. We recognise that bullying can have serious consequences on a child's emotional and academic well-being, and we are dedicated to taking proactive measures to prevent and address bullying effectively.

Policy Aims

This policy aims to:
- Produce a consistent school response to any bullying incidents that may occur.
- Create an inclusive school environment that actively discourages bullying behaviours.
- Educate students, staff, and parents about the different forms of bullying and their impacts.
- Ensure that all members of the school community are aware of how to report bullying and receive appropriate support.
- Develop a community where every individual feels valued and safe.

Within P.S.H.C.E. (Primary), P.S.E.D. (Kindergarten) and Computing lessons (Primary), we aim to:
- Develop students' understanding of their own emotions and those of others, fostering empathy and compassion to reduce bullying behaviours.
- Teach students effective communication skills, emphasising respect, active listening, and conflict resolution to help them navigate interpersonal relationships positively.
- Incorporate lessons that celebrate diversity and teach students about different cultures, backgrounds, and identities, promoting inclusion and reducing prejudice-based bullying.
- Equip students with tools and strategies to handle conflicts constructively and to seek help when needed, empowering them to address bullying situations proactively.
- Encourage collaboration and teamwork through group projects and activities, helping students build strong relationships and a sense of belonging within the school community.
- Embed discussions about bullying and its impact within various subjects, such as literacy, social studies, and health education, to reinforce the importance of kindness and respect.
- Educate students about responsible online behaviour and the consequences of cyberbullying, ensuring they understand how to use technology safely and respectfully.

- Provide opportunities for students to express their views on bullying and contribute to the development of anti-bullying initiatives, fostering a sense of ownership and responsibility.

Roles and Responsibilities
All staff have a responsibility to support the children within their class and across the school.

Head of School:
- Oversees the implementation of the Anti-Bullying policy and ensures all staff are aware of their responsibilities.
- Leads initiatives to promote a positive school climate and address bullying incidents promptly.
- Ensures that all children know that bullying is an unexpected behaviour and that it is unacceptable and will not be tolerated in any form in school.
- Consult and involve parents and carers fully in the school's approach and policy to bullying.

Staff
- Every member of staff in our schools takes all forms of bullying seriously and seeks to prevent it from taking place.
- All staff are expected to model the kind of behaviours we expect children to demonstrate, e.g. understanding, respect, self-awareness, avoiding offensive language.
- Intervene in any incidents of bullying they witness or are made aware of and will either investigate it themselves or refer it to the class teacher, Key Stage/EYFS Phase Leader, Deputy Head Teacher, SENCo, or Head of School.
- Support students in reporting bullying and provide assistance to both victims and perpetrators.
- Regularly discuss behaviour systems and expected choices with children.
- Use a range of methods to help prevent bullying and to establish a climate of trust and respect for all.

Students
- Understand the school's stance against bullying and work together to promote a safe environment.
- Report any incidents of bullying to a trusted adult or through designated channels.
- Feel confident and empowered in difficult situations and clearly indicate that they wish for behaviour to stop.

Parents
- Support the school's anti-bullying policy and encourage their children to be respectful and inclusive at all times and at any age.
- Communicate any concerns regarding bullying to the school promptly.

Organisation and Planning
We recognise bullying as:
- The domination of a child or children on another child or children, e.g. bossing or putting someone down, making them do something against their will
- Threatening behaviour, both verbal and physical, e.g. name calling, ridiculing, teasing, hitting, kicking, punching, and fighting
- Victimisations, e.g. continually 'picking' on someone
- Exclusion from play, e.g. ignoring
- Discrimination for any reason, e.g. physical appearance, belonging to a different ethnic group, physical or learning disability
- Racial or sexual harassment
- Bribing, blackmail or taking with menace
- Destroying or defacing other people's property
- Taking someone else's property

- Malicious gossip
- Any use of whispering, sending of notes and use of gesture designed to isolate or intimidate
- Cyberbullying can take the form of abuse via methods such as; social networking, mobile phone, chatrooms, online gaming or e-mail.

Awareness Campaigns: Regularly conduct awareness programs, including anti-bullying week (Primary), to educate students about bullying and its effects.

Curriculum Integration: Incorporate lessons on empathy, respect, and conflict resolution into the curriculum to reinforce positive behaviour.

Reporting Mechanisms: Establish clear channels for reporting bullying incidents, ensuring confidentiality and sensitivity.

Inclusion

Anfield recognises that some students may be more vulnerable to bullying, including those with disabilities or learning needs and those from different cultural backgrounds. We are committed to providing additional support and creating an environment where every student feels safe and included.

Monitoring Arrangements

- All reported incidents of bullying will be documented and tracked to identify patterns and address underlying issues using the online system MyConcern.
- The effectiveness of the Anti-Bullying Policy will be reviewed annually, with input from staff, students, and parents.
- Conduct surveys and forums to gather feedback from the school community on the policy's effectiveness and areas for improvement.

Links to other policies

- Behaviour Policy
- Child Protection Policy
- Wellbeing Policy
- Health and Safety Policy
- Internet Usage Policy

This policy will be reviewed on an annual basis.

Approved by:	Date: 24 JUNE 2024
Last reviewed on: 24th June 2024	
Next review due by: 24th June 2025	