



ANTI-BULLYING POLICY



Date: September 2020

Policy Review Cycle: Every three years

Review Assigned to: Kirklevington Primary School Local Governing Body

Anti-bullying Policy

Kirklevington Primary School is a Rights Respecting School and this policy is underpinned by our continued work of our commitment to Unicef and the UN Convention of Rights of the Child.

This policy links directly to the following articles of the UN Convention of the Rights of the child:

Article 2 (Non-discrimination) The Convention applies to every child without discrimination, whatever their ethnicity, gender, religion, language, abilities or any other status, whatever they think or say, whatever their family background.

Article 13 (Freedom of expression) Every child must be free to express their thoughts and opinions and to access all kinds of information, as long as it is within the law.

Article 14 (Freedom of thought, conscience and religion) Every child has the right to think and believe what they choose and also to practise their religion, as long as they are not stopping other people from enjoying their rights. Governments must respect the rights and responsibilities of parents to guide their child as they grow up.

Article 16 (Right to privacy) Every child has the right to privacy. The law should protect the child's private, family and home life, including protecting children from unlawful attacks that harm their reputation.

Article 19 (Protection from all forms of violence) Governments must do all they can to ensure that children are protected from all forms of violence, abuse, neglect and bad treatment by their parents or anyone else who looks after them.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our staff and pupils so they can work, learn and play in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, incidents will be dealt with promptly and effectively.

What Is Bullying?

Bullying is a purposeful and repeated action conducted by an individual or group and directed against an individual who cannot defend him/herself in the situation. Bullying results in pain and distress to the victim. Remember STOP – it happens Several Times on Purpose.

Bullying may be:

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Psychological : excluding an individual from group play, refusing to talk to or even acknowledge an individual;
- Racist: racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focussing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Making fun of health conditions, appearance, home circumstances, disabilities
- Cyber: All areas of internet ,such as email & internet chat room misuse, Mobile threats by text messaging & calls, Misuse of associated technology , i.e. camera &video facilities, Misuse of social media and games over the internet

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It may be bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Bullying can take place in any area, both at home, school and the journey between, and at any time in the school day, or out of school hours.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. School also needs to look into the reasons why a child is behaving in this way. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

What can you do if you are being bullied? (Children's ideas)

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

- Try not to let the person know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and share it.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?).
- Keep a diary of what's been happening and refer to it when you tell someone
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline.

What can you do if you see someone else being bullied? *(The role of the bystander)(children's ideas)*

Ignoring bullying is cowardly and unfair to the victim. There are ways you can help without putting yourself in danger. The children have also discussed this question in class and some of the strategies they suggested are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the person yourself.
- Don't be made to join in.
- If safe to do so, encourage the person to stop bullying.
- If you can, let the person know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and share it.
- Call a helpline for some advice.

The role of teaching and non-teaching staff

- As part of their role of pastoral care, all staff are responsible for implementing the anti-bullying policy and should ensure that they are familiar with all procedures. Staff are able to access training which enables them to become equipped to deal with incidents of bullying and behaviour management.
- Teachers should aim to create a climate of trust where pupils feel safe and secure, setting high standards of behaviour and encouraging pupils to demonstrate respect and tolerance for each other. By praising, rewarding and celebrating success, we aim to prevent incidents of bullying from occurring.
- If staff witness an incident of bullying they should deal with the matter promptly, this may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying.
- Supporting the victim
 - We give the victim an immediate opportunity to talk about the experience with their class teacher or another adult if they choose
 - We inform the victim's parent(s) / guardian(s)
 - We offer continuing support and tell the child how to get immediate help should the bullying happen again.
- Dealing with the person who is bullying someone
We spend time talking to the child who has bullied. We explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. We also investigate the reasons, or circumstances around the child's behaviour in order to offer support if appropriate. If a child is repeatedly involved in bullying other children, the Head of School will be aware. We then invite the child's parents into the school to discuss the situation. As well as working with any bully and their parents to try to stop them from bullying, we also take the following disciplinary steps to prevent any more bullying.
 - Officially warn them to stop bullying, being very specific about what they are not to do.
 - Inform their parent(s) / guardian(s).
 - Keep them in at playtime and lunchtime for a period to be arranged.
 - Debarment from school premises at lunchtime.
 - If the bullying carries on then the Head of School will look at other options available to her including exclusion.
- Each class teacher uses Cpoms recording system to record episodes of significance such as bullying. Staff who witness, or are made aware of, an incident of bullying should inform the class teacher who will note it in their critical incidents file. This information is shared with other staff in briefings, team meetings and staff meetings.
- The six key points are:
 - Never ignore suspected bullying
 - Don't make premature assumptions
 - Listen carefully to all accounts
 - Adopt a problem solving approach which moves pupils from justifying themselves

- Follow up incidents repeatedly, checking that the bullying has not resumed.
- Keep a record of the incidents that have occurred in order to establish whether a pattern is emerging.
- If a child is repeatedly involved in incidents of bullying, staff should involve the Head of School and the child's parents. In extreme cases, where initial discussions have proven ineffective the Head of School may involve external agencies such as the Inclusion Team or the school's Educational Psychologist.
- Where a parent has made an allegation of bullying, staff need to
 - Recognise that the parent may be angry or upset
 - Keep an open mind and not make pre-judgements based on previous experiences
 - Remain calm and understanding
 - Make clear that the school does care and something will be done
 - Explain the school policy and ensure procedures are followed
 - Return to the parent promptly with the outcome of the investigation and the action taken.
- Any incident of bullying reported to the Head of School is recorded on Cpoms recording system.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school community.
- Parents' views on the policy will be sought during the evaluation process and parents will be kept informed of changes to school policy.
- Parents who are concerned that their child might be being bullied should contact the child's teacher immediately. Details of the incident will be investigated promptly and parents will be informed of the outcome.
- Parents should allow the school to deal with the bully and avoid becoming involved themselves.
- If parents are not satisfied with the school's response to the situation they are able to make a complaint following the policy for dealing with Parental Complaints which can be found in the policy section of our website.

The role of pupils

At Kirklevington Primary school we do not tolerate bullying behaviour. Pupils who witness an incident of bullying should tell an adult straight away. They should be prepared to give details about who was involved so that the adult can investigate matters further. The adult can be a teacher, teaching assistant, midday assistant or a parent.

The message we give to our children is: 'If you think you are being bullied, tell somebody straight away. You can tell any grown-up you trust. That person will help the behaviour to stop.'

Implementation

The school will continue to raise awareness of the anti-bullying policy and procedures using a range of strategies. These include planned assemblies which may involve outside speakers such as the community police, PSHE lessons specifically focussed on aspects of anti-bullying, related displays and posters and as agenda items at staff and school council meetings. We also participate in 'Anti-bullying' week.



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This Policy has been approved at a meeting of the Governing Body of Kirklevington Primary School

On: September 2020

Signed by Chair of Governors:

Date:

Signed by Head of School:

Date:

To be reviewed: September 2023