



KENSWORTH PRIMARY SCHOOL

ANTI-BULLYING POLICY

KPS-010

This Policy covers the following areas of interest

- Definition
- Strategies
- Procedure
- X-reference to Behaviour Policy/E Safety Policy

Agreed by	The Full Governing Body
Signed	x  Anthony Todd (Chair of Governors)
Date	5 th December 2016
Next Review Date	March 2018



School Context

Kensworth VC Primary School nurtures a culture of safeguarding and promoting the welfare of children and expects all staff and volunteers to share this commitment. We take any incidents of bullying seriously and believe it is everybody's responsibility to deal with incidents of bullying in line with this policy, when they occur. Throughout their education, every pupil has the right to:

Stay safe: being protected from harm and neglect and grow up able to look after themselves.

Enjoy and achieve: getting the most out of life and developing broad skills to adulthood.

These outcomes are implicit in the application of this policy.

Policy Aims

We are a caring, Christian school where respect for individuals and good relationships between all members of the school community is central to our well-being. Bullying will not be condoned as it can cause serious long term damage to the victim's health, educational attainment and outlook on life.

We acknowledge that bullying can and does happen in ALL schools as well as in the wider community; and that bullying can happen to adults in the workplace. Our aim is to ensure that all pupils understand that bullying is totally unacceptable, that it corrodes and undermines community life, and that it is everybody's right to tell someone in authority when bullying is occurring ~ silence favours the bully and is ethically wrong.

Definition

There are many definitions of bullying, but we consider it to be:

- Deliberately hurtful
- Repeated over a period of time
- Difficult for the victims to defend themselves against
- Makes another person's life unpleasant or undermines their self-esteem

Bullying can take many forms, including:

- Physical – hitting, kicking, taking belongings.
- Verbal – name calling, insulting, humiliating, racist or sexist abuse and/or making offensive remarks.
- Psychological – reduction of self-esteem or confidence through teasing about race, gender, disability, family circumstances, appearance etc.
- Indirect – spreading nasty stories about someone, exclusion from social groups, intimidating looks or gestures, being made the subject of malicious rumours.
- Cyber – setting up malicious websites, sending malicious e mails or text messages on mobile phones.



Preventative Strategies

The school recognises that the anti-bullying policy is an implicit element of an effective behaviour policy. Our Behaviour Policy is based on fair, explicit and consistent rules of conduct that encourage and reward appropriate behaviour. We believe that good behaviour is based upon respect and all pupils are encouraged to take responsibility for their own behaviour. The promotion of good behaviour involves all staff, pupils, school and home and this approach enables school and home to engage in a positive partnership based on shared expectations.

We are committed to preventative action and through our PSHE and Christian work in classes and through whole school assemblies we aim to enhance an anti-bullying culture throughout the school. The school will always be ready to offer advice, support and counselling to all parties involved (and, if necessary, their parents) recognising that both victim and bully need help.

This policy should be read in conjunction with our Behaviour Policy.

Promoting Action Against Bullying

Kensworth Primary School takes all concerns about and claims of bullying seriously. The school will investigate the claims and concerns and seek to establish whether we are dealing with an isolated incident or sustained bullying in order to deal with it in the most appropriate and effective manner.

Through this policy we aim to build confidence among children in adults in the school to recognise the signs and indicators that someone is being bullied and to report all bullying. Information is crucial to dealing with the problem. Those who feel that they are being bullied, or who are witnesses to what they believe is bullying, should always tell a member of staff. We want to enable children to talk about bullying in a safe and supportive environment, where they have confidence that something will be done to stop it.

The school will implement an appropriate strategy to address the problem. These include:

- Displaying and reviewing a 'Children's Charter of Rights' (Appendix I)
- Recording all incidents of bullying
- Listening carefully to pupils and providing opportunities for them to express their views and opinions formally and informally (e.g. through circle time, as part of a planned lesson with an anti-bullying focus)
- The use of Restorative Justice
- Individual support
- Involving parents
- Targeted support through small group PSHE activities



How the School Responds to Specific Incidents of Bullying

Children will know who to talk to in the first instance. This will usually be their class teacher, but it could also be any member of the School Community; adults or children.

The children must be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Therefore, any other adult in a position of responsibility should feed back to the class teacher as soon as possible.

- The class teacher takes steps to discuss accusations of bullying with the children involved to establish the situation and talk through any issues. An early resolution is sought using these strategies.
- All incidences will be kept in an incident book which will show the flow chart of Procedure Guidelines (Appendix II) for dealing with complaints or suspicions of bullying.
- All parties involved are informed that the situation is being monitored by the class teacher/s concerned.
- If there is no improvement, or further bullying occurs, the parents of the children must be contacted in order to come into school to discuss the problem and to make clear that a zero tolerance policy is being adhered to. If further bullying takes place, there is a real risk that the bully will be excluded for a fixed term in the first instance.
- As a result of the discussion clear expectations are laid down as to the child's:
 - Expected behaviour and attitudes;
 - Where they should be at specific times of the day;
 - Who they should report to, and when;
 - Who they should keep away from;
 - The arrangements for beginning/ending lessons, lunchtimes, starting and ending the day.
 - Individual circumstances will determine the precise arrangements to be made.
- We acknowledge that children displaying bullying behaviours need support to raise their self-esteem and develop their social skills. In partnership with the child's parent /carer we will formulate a plan to deliver appropriate support.

Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. 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.



Monitoring and Review

As we talk with colleagues – teaching staff, non-teaching staff, governors, parents and colleagues from other schools – we will continually monitor the effectiveness of this policy. The evaluation process will guide us into identifying future steps.

This policy will be monitored regularly by the Headteacher and any issues of bullying will be reported to governors on a termly basis. The Governors report will include number concerns raised and number of recorded / confirmed incidents per pupil. Details of any exclusions related to bullying will also be reported.



[Appendix I]

Kensworth V.C. Primary School

CHILDREN'S CHARTER OF RIGHTS

EVERY CHILD HAS THE RIGHT:

- To feel and be safe
- Not to have a fight
- To expect people to be kind
- Not to be made fun of
- Not to be made sad
- Not to be scared of anyone
- To have friends
- Not to be scared to come to school



[Appendix II]

KENSWORTH VC PRIMARY SCHOOL

PROCEDURE GUIDELINES FOR DEALING WITH COMPLAINTS OR SUSPICION OF BULLYING

