

Kellington Primary School



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Title of Policy: **ANTI-BULLYING**

Date

Reviewed:

SPR 17

Person Responsible:

HEAD/SLT

Frequency of Review: 3 YEARS

Anti – Bullying Policy

Rationale

Kellington Primary School is committed to providing a safe and caring environment, which encourages learning, equality, self-confidence and the development of positive relationships with others. We do not accept or tolerate bullying at our school.

Aims

The aims below are taken from our whole school aims, which were decided as a team during our school vision day.

- To enable each individual to achieve their full potential, build positive relationships and develop self-confidence.
- To help everyone feel welcome, included and safe in their environment.
- To establish friendly and supportive relationships between home and school, to enable children to progress and develop, according to their individual needs.
- To encourage everyone to lead a healthy lifestyle and strive for emotional and physical well-being.

The following outcomes arise from the above aims:

- For everyone to feel included, valued and respected.
- For everyone to feel safe, happy and secure at school.
- To show kindness and respect towards each other.

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Forms of bullying include:

- Physical bullying (hitting, kicking, theft)
- Verbal bullying (name calling, teasing, remarks relating to race, disability, gender reassignment, religion or belief, sex and sexual orientation)
- Cyber bullying (messages, images, threats, emotional manipulation, etc made via a medium such as text messaging, social media and email)
- Indirect bullying (spreading rumours, exclusion from games/groups)

As a parent:

- Look for unusual behaviour – not wanting to attend school, feeling ill regularly, feeling sad and upset, not sleeping.
- Children may become aggressive, raise their voices, or become shy and quiet.
- Take an active role in your child's education. Enquire about their day, how their break times were, who they played with.
- If you feel something is wrong, tell someone at school immediately.
- It is important to advise your children NOT to fight back. This can make matters worse.
- Ensure that your child understands that it is not their fault.
- Make sure that your child is aware that the school has an anti-bullying policy and that they should not be afraid to ask for help.

Responsibilities

All members of the school community have a responsibility to recognise and report bullying, whether they are aware of it happening or are being bullied themselves.

Staff have the responsibility to:

- Model appropriate behaviours.
- Investigate and deal with all reported and observed incidences of bullying as set out in this policy including, where appropriate, those which have taken place outside school.
- Ensure that children are supervised at all times.
- Report incidences of bullying to the appropriate people.

Children have the responsibility to:

- Help someone who is being bullied.
- Not bully others.
- Tell if they are being bullied themselves or if they see someone being bullied – both at school and on the way to and from school.
- Take responsibility for their actions if identified as initiating or participating in bullying.

Parents have the responsibility to:

- Watch for signs that may indicate if their child is being bullied.
- Speak to a staff member at school if their child is being bullied, or they suspect that this is happening.
- Encourage their child to tell someone at school if they are being bullied.
- Report any incidences of bullying they may witness.

Dealing with Incidents of Bullying

All incidents of bullying or suspected bullying should be reported to any teacher or the Head teacher of the school.

- Staff will follow up all incidents by speaking to all the people involved to ensure an accurate account of the event in question and this information will be recorded.
- In cases of repeated bullying, the head teacher will be informed.
- In serious cases, parents and children will be asked to attend a meeting to discuss the problem.
- In cases of bullying relating to race, disability, gender reassignment, religion or belief, sex and sexual orientation the head teacher will be immediately informed and the appropriate outside agency consulted.

Moving Forwards

After a case of bullying has been identified and dealt with, it is essential that all people involved should be able to move forwards from the incident, to ensure that the aims of the school are upheld.

- In non-serious cases of bullying, the person carrying out the bullying will be asked to apologise and will understand that their actions were unacceptable.
- In serious cases, the head teacher will meet with the person carrying out the bullying and their parents to discuss the incident and help them to form strategies to deal with their behaviour.
- In extreme cases, the head teacher will make a decision on exclusion or expulsion from the school. It may be necessary to involve the police if bullying contravenes the protection from harassment, malicious communications or public order acts.
- The individual(s) who have been bullied will receive support in dealing with the incident – it may be necessary to involve external agencies.

Procedures in place to counteract bullying

Kellington Primary School embraces its responsibility to have an anti-bullying policy and to implement strategies and a curriculum to counteract bullying.

- All children are taught PSHE&C which includes learning about and understanding bullying behaviour and anti-bullying.
- All children are supervised at break times by at least two adults and at least three during the longer lunch break.
- All incidents will be recorded in the playground book and if necessary, the appropriate member of staff informed.
- Any serious incidents will be reported to the head teacher and if necessary, parents will be informed.
- Strategies are in place for specific children who may find it difficult to play appropriately when outside – eg. Restricting number of times a child may play football in a week, assigned MSAs and safe zones / calm down areas.