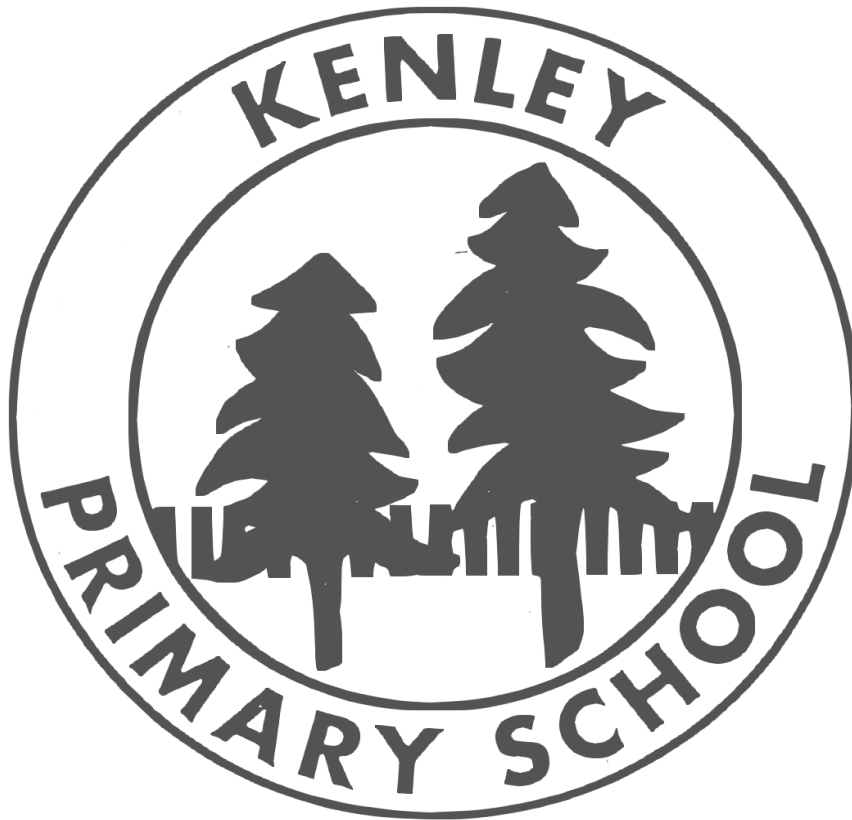


# KENLEY PRIMARY SCHOOL



## ANTI BULLYING POLICY

# Document Control

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## Change Record

Date	Author	Version	Change Reference
16.4.2018	HO		

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## Distribution

Reviewers	Approvers	Distribution
L and T, All governors	Full Governing Body	FGB

## **Kenley Primary School** **Anti-Bullying Policy**

Section 89 of the Education and Inspection Act 2006 states that maintained schools **must** have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. The following policy outlines the measures we have in place here at Kenley Primary School.

### **Introduction**

This policy was written after consultation with parents, staff and Governors. It is in recognition that bullying is a social problem that must be taken seriously. It is the responsibility of the whole school community to eradicate bullying by ensuring the development of a caring and supportive ethos. There is also a 'child-friendly' version of this policy that has been discussed and agreed by the School Council.

### **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.

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

### **What Is Bullying?**

The Anti-Bullying Alliance defines bullying as:

***'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.'***

**Bullying can be short term or continuous over long periods of time.**

**Bullying can be:**

<b>Emotional</b> - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
<b>Physical</b> - pushing, kicking, biting, hitting, punching or any use of violence
<b>Racial</b> - racial taunts, graffiti, gestures
<b>Sexual</b> - unwanted physical contact or sexually abusive comments
<b>Homophobic</b> - because of, or focusing on the issue of sexuality
<b>Direct or indirect verbal</b> - name-calling, sarcasm, spreading rumours, teasing
<b>Cyber bullying</b> - All areas of internet ,such as email and internet chat. Mobile phone misuse - Mobile threats by text messaging and calls. Misuse of associated technology , i.e. camera and video facilities, Ipad, games consoles,

### **Cyberbullying and the law**

The Education and Inspections Act 2006 gives the head teacher the power, 'to such an extent that is reasonable', to regulate the conduct of pupils when they are offsite. This power is very relevant to cyberbullying because much cyberbullying does take place out of school, partly because the technology

used in cyberbullying, such as social networking services and smartphones, may be restricted in schools. However, the impact of cyberbullying can affect the lives and school lives of young people, so what takes place offsite has a direct impact onsite.

The Education Act 2011 gives additional powers to schools – screening, searching and confiscation, including of electronic devices. This even includes the power to delete certain content. There are conditions to the use of all of these powers, so the DfE Guidance should be referred to.

***The school works hard to ensure that all the children and parents know the difference between bullying and simply falling out.***

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including Young carers and poverty.
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

### **Prevention**

At Kenley Primary School we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE lessons and the school assembly themes. We hold an annual Anti-bullying week in order to raise awareness and to make the children aware that it is a continual focus. We teach E-safety in every class during the first week of every term and remind them of its importance on a regular basis throughout each term. The children are aware of the school feedback box in which they can post any problems. Children are also consulted through in-school pupil questionnaires and are also able to voice their concerns via the School Council.

Children are involved in the prevention of bullying as and when appropriate, this may include:

- writing a set of school or class rules.
- discussing prevention at a school council meeting.
- writing a personal pledge or promise against bullying.
- writing stories or poems or drawing pictures about bullying.
- reading stories about bullying or having them read to a class or assembly.
- making up role-plays about what to do through scenarios of bullying.
- having discussions about bullying during 'circle time' and why it matters that children who use unacceptable behaviour towards others are dealt with quickly.

### **Perpetrators and Victims**

Bullying takes place where there is an imbalance of power of one person or persons over another. This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Safeguarding; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others. As a school we offer support to these children in line with our behaviour policy and any additional needs are supported by our SENCO.

All children are encouraged to report any incidents of unkindness that they are aware of both those directed towards themselves or other children.

***Bystanders who do nothing to help a person being bullied are bullies themselves.***

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

### ***Don't suffer in silence!***

Children should be encouraged to:

- Talk to someone they trust, either a grown up in school, their parents or a school friend
- Walk away from bullies
- Tell your School Council rep
- Write your concern and post it in the 'feedback box'
- Believe in themselves. Don't believe what a bully says of them.
- Know they can ask for help. Remember they belong to a school that cares about them and wants to help.
- Tell the bully what they do not like about their behaviour.
- Not use violence i.e. hitting back will make them as bad as the bully.
- If they know someone who is being bullied do not ignore it.

### **Signs and Symptoms For Parents and Staff**

Children who are being bullied will not always be able to tell those in authority. Therefore it is important that parents and other pupils are prepared to let the school know of problems.

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
- 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 make less effort with school work than previously

- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- comes home hungry (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 and jumpy when a cyber message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

### **Outcomes**

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.

Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having.

The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding)

Other consequences may take place. Eg a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes (See Behaviour Policy).

Wherever possible, the pupils will be reconciled. In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. eg Educational Psychologist, Local Police liaison officer.

In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from counselling, reduced timetables, or even exclusion will be considered.

During and after the incident(s) has been investigated and dealt with, each case will be recorded in our behaviour log and monitored to ensure repeated bullying does not take place.

### **Recording of Bullying Incidents**

When an incident of bullying has taken place, staff must be prepared to record and report each incident.

In the case of racist, homophobic or diabolist bullying, this must be reported to a member of SLT

Incidences of bullying should be recorded in the Behaviour Log when senior staff have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying.

Confirmed cases of bullying must be recorded.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

### **Role of the 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 or the Head teacher immediately.

Parents have the responsibility to support the schools anti-bullying and behaviour policy and actively encourage their child to be a positive member of the school.

The parents of bullies and their victims will be informed of an incident, the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeating incidences.

Therefore parents should:

- Listen carefully to their child and try and get the relevant facts without interrogation
- Ask their child how they felt about the incident
- Talk to their child about how to deal with the situation including acting more assertive, making friends with another child who may help, encouraging them to confide in an adult at school
- **Make sure school is aware of the problem.**

Whilst there is little history of bullying at Kenley School, we believe that one case is one case too many and we believe it is essential that we work closely with parents on this issue.

**Please Do Not:**

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve

**Role of the Governors**

The Governing body supports the head teacher in all attempts to eliminate bullying from Kenley School. Any incidences of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur via the head teachers report to the Teaching and Learning committee. The Learning and Teaching Committee will review this policy at least annually. The Governors require the Head teacher to keep accurate records of all incidents of bullying and report to the Governors on request about the effectiveness of school anti-bullying strategies.

The Governing Body will respond as per the school's complaints procedure to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body will notify the head teacher to ask her to conduct an investigation into the case and to report back to the Governing Body.

Help and support from outside agencies:

**KIDSCAPE**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

**Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204**

(The charitable organisation provides free literature for parents, victims and schools)

**The Anti-bullying alliance**

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

**The Samaritans** Tel: 020 7734 2800 or 0345 909090