

Kingston St Mary Church of England Primary School

Anti-bullying Policy



From our Equality Statement

Kingston St Mary Church of England Primary School is committed to equality. Our aims are to ensure everyone is treated fairly and has equality of opportunity and to promote understanding between people from different groups.

Objectives of this Policy

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

What is bullying?

It is generally accepted that bullying is:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves against

Bullying can take many forms:

- **Physical:** hitting, punching, kicking, taking belongings.
- **Verbal:** name calling, insulting, indirect bullying through spreading stories about someone, making threats, making fun of someone.
- **Emotional:** excluding from a group, tormenting, ridiculing, humiliating.
- **Cyber:** offensive emails and messages through online messaging and social media platforms.
- **Racist:** racial taunts, gestures, making fun of someone's culture or religion.
- **Sexual:** unwanted physical contact, sexually abusive or sexist comments.

Bullying is not:

- Preventing someone from playing a game on an isolated occasion.
- Disagreeing/falling out with someone
- Preventing someone getting their own way
- An isolated incident

It is an important part of the work of parents and staff at school to help children understand the distinction between "normal" day to day disagreements and bullying. It is also an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. Children need to build resilience and develop social skills to repair relationships.

Signs and Symptoms

- A child may indicate by their behaviour that he or she is being bullied. Adults should be aware of these possible signs and investigate if a child displays any of them:
- Is unwilling to go to school (school phobic)
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the mornings
- Begins to do poorly in school work
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money (to pay the bully)
- Has unexplained cuts or bruises

- Becomes aggressive, disruptive or unreasonable
- Starts bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

This list is not exhaustive; any changes in children's behaviour should be investigated.

Strategies in school to prevent bullying behaviour include:

- Follow the whole school Behaviour Policy which includes using praise and rewards to reinforce good behaviour.
- Taking part in national and local initiatives, for example Anti-bullying Week.
- Keeping records of conversations with parents concerning any incidents of bullying to build a picture of behaviour patterns.
- Ensuring all staff are aware of concerns over individuals either being bullied or as the bully.
- Regular feedback between staff and parents to follow up incidents or concerns.
- Older children helping out as "buddies" at lunchtime.
- Making use of curriculum opportunities to raise pupil awareness for example through P.S.H.E. and Circle Time.
- Teaching children to say 'NO' or get help.
- Encouraging the whole school community to model appropriate behaviour towards one another.

Role of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in their child (see above).
- Always take an active role in your child's education, enquire how their day has gone.
- If you feel your child may be the victim of bullying behaviour, inform the school. Your complaint will be taken seriously and appropriate action will follow.
- If you feel a child has bullied your child, please do not approach that child in the playground or on their way home. Please inform the school immediately.
- It is important that you do not advise your child to fight back or to repeat the bully's behaviour. This will only make the situation worse.
- Tell your child it is not their fault they are being bullied.
- Reinforce the school anti-bullying policy and ensure your child is not afraid to ask for help.

Any parent contacting the school with particular concerns will always be taken seriously. The first point of contact for the parent is the child's class teacher

If you know your child is involved in bullying, please discuss the issue with them and inform the school. The matter will be dealt with appropriately.

Reporting and Responding to bullying incidents

We will support all children involved whilst the allegations and incidents are investigated and resolved.

The following procedures will be followed:

- Incidents of alleged bullying need to be reported to the class teacher.
- The class teacher will speak to all the children involved about the incident separately or if appropriate as a group. This will be reported to the Headteacher.
- The problem will be identified and possible solutions suggested.
- Staff will attempt to adopt a problem solving approach through circle times and/or drama activities to move the bully on from justifying their behaviour.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying.
- Other consequences may take place and appropriate sanctions applied i.e. loss of privileges, spending playtime and lunchtimes with an adult, withdrawn from class, withdrawn from participation in a school visit, club or event not essential to the curriculum.
- The bully will be made to meaningfully apologise.
- If possible the pupils will be reconciled.
- An attempt will be made and support given to help the bully understand and change his/her behaviour.

- If bullying continues or in more serious cases of bullying, parents will be informed and invited to school for a meeting to discuss the problem.
- Mediation meetings with both parents and pupils present may be used to resolve the issues.
- In repeated or serious cases, the school may apply the following sanctions: lunch time exclusion, fixed term exclusion, permanent exclusion.

It should be remembered that in many circumstances, the bully himself/herself may have problems of his/her own and require support. Close liaison with parents would be a feature of this support. The opportunity for support from the Emotional Literacy Support Assistant (ELSA) individually or as part of a nurture group or in circle time would be taken, as appropriate.

Monitoring and Evaluation of the Policy

This policy will be reviewed biennially

Evaluation will be on-going following use of the policy.