

Document Name: Anti-bullying Policy
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Introduction

Children attending Kingswood Primary School have the right to protection from harm, neglect and abuse. The wellbeing of our pupils is of paramount importance. In line with the Equality Act 2010, it is our responsibility to:

- Eliminate unlawful discrimination, harassment, victimisation, and any other conduct prohibited by the act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it.
- Foster good relations between people who share a protected characteristic and those who do not share it.

Our school aims to ensure good relationships between, and good behaviour towards, all members of its community and that learning takes place in a climate of respect, trust and safety.

Our behaviour policy sets out our system of rewards which aim to motivate and encourage pupils, as well as developing self-confidence and self-esteem. Everyone has a responsibility for safeguarding and promoting the wellbeing of all pupils.

Aims

The aim of Kingswood School's anti-bullying policy is to promote an ethos in which attending school is a positive experience for all members of the school community, and to make it clear that all forms of bullying are unacceptable. All members of staff are responsible for helping to reduce bullying incidents. This policy aims to encourage pupils to report incidents of bullying and to ensure that any incident of bullying is dealt with effectively.

All children who report bullying will be listened to and supported. Pupils displaying bullying behaviour will be supported to change their attitudes and understand the implications of their actions.

Defining Bullying

There is no legal definition of bullying. However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

[Bullying at school: Bullying - a definition - GOV.UK \(www.gov.uk\)](https://www.gov.uk/guidance/what-is-bullying)

Bullying can be physical, emotional, through racist taunting, of a sexual nature, homophobic, verbal name calling or cyber based:

- Emotional – excluding, tormenting, humiliating, ridiculing, ignoring
- Physical – pushing, kicking, hitting, violence, taking of and damaging belongings
- Racist – taunts, graffiti, gestures, physical violence, mocking
- Sexual – unwanted physical contact or comments of an unwelcome sexual nature (this includes child-on-child abuse and online bullying)
- Verbal - name calling, sarcasm, spreading rumours, and persistent taunting
- Homophobic – name calling, making offensive comments
- Cyber – harassment, alarm, distress or humiliation that uses internet – related and telephone technology
- Prejudicial- based on prejudices towards specific characteristics
- Transphobic- based on a person’s gender or for not conforming to dominant gender roles

Some bullying incidents can fall into the Hate Incident/ Crime bracket. This can be defined as any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person as being motivated by hostility or prejudice (College of Policing 2014). If a criminal offence has been committed it becomes a Hate Crime. GCC procedures for reporting Hate Incidents/ Crime must be followed in accordance with expectations set out in Keeping Children Safe in Education.

It is important that pupils understand the meaning of the term ‘bullying’. When friendship problems occur, it is not classed as bullying. The PSHE curriculum at Kingswood School is designed to enable children to deal effectively with friendship breakdowns and challenges. Pupils will learn how to develop social skills and to repair relationships.

Strategies for Prevention

The school will:

- Ensure that playtimes are properly supervised in order to limit opportunities for bullying type behaviours.
- Use repeated opportunities to discuss aspects of bullying and the appropriate way to behave towards each other, e.g. PSHE teaching and Collective Worship.
- Encourage pupils to treat everyone with respect and dignity.
- Ensure the fair and consistent application of this policy and the school’s Behaviour Policy.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Treat bullying as a serious offence and take every possible action to eradicate it.
- Work alongside other agencies concerned with the wellbeing and welfare of children.

Signs of bullying

Children are encouraged to report incidents of bullying either of themselves or of others. However, if they are unable to do this, there may be changes in behaviour which indicate bullying is taking place. These could include becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changing levels of concentration. These behaviours, however, do not in and of themselves mean that bullying is taking place. Likewise, bullying may occur without these behaviors appearing.

What can a pupil do if they are being bullied?

Pupils should always feel confident that they will be listened to if reporting a bullying incident and should tell an adult that they trust. Victims will always be treated seriously, supported and kept safe.

Pupils will be encouraged to:

- Tell yourself that you do not deserve to be bullied- it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Walk confidently away. Go straight to a teacher or member of staff.
- Not immediately fight back or make counter threats as it may make things worse. Talk to a teacher or parent/guardian first.
- Keep evidence of cyber bullying and inform a parent and member of staff.

If a pupil knows someone is being bullied, they should tell an adult IMMEDIATELY.

What can a parent do if they think their child is being bullied?

In identifying or dealing with bullying, a parent should consider the following steps:

- Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY by contacting your child's class teacher in the first instance. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse.
- Reassure your child that there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- If your child has been a victim of cyber bullying, please ensure that you keep screenshots/records of the abuse to support the school in addressing these issues.

Actions to be taken when bullying is suspected

Two main aims determine appropriate action when reacting to incidents of bullying:

- To make the child who has been bullied feel safe
- To encourage better behaviour from the child who has displayed bullying behaviours, colluders and bystanders.

To achieve this, the school will use a range of strategies appropriate to the nature, severity, and history of the bullying. This may include restorative practice strategies.

If the bullying is recently established behaviour by an individual or group which includes regular name calling, intimidation or social exclusion, (but not gross physical violence) a problem solving approach is adopted. The underlying intention is to change the dynamics of the situation, to raise the awareness of the participants about bullying, and to support the peer group in taking responsibility for bullying.

If the bullying involves an individual or group, who have been involved in bullying on a previous occasion and the school has previously implemented the problem-solving approach then the following procedure will be followed:

- The Headteacher is informed
- The pupil who has been bullied is interviewed and their comments recorded
- The pupil or pupils who have been displaying bullying behaviours is/are interviewed and their comments recorded
- The parents of the individual/s who has shown bullying behaviour are contacted and invited to a meeting; a meeting between the Headteacher, pupil and parents is held; the incidents are outlined and the sanctions are detailed.
- Individual Behaviour Plans to set targets to improve and monitor behaviours are set up which may involve calling upon the expertise of outside agencies
- In cases where hate incident/crime has happened, all recording will ensure that this terminology is used in both recording and dealing with the issue.

Disciplinary Steps

- Where disciplinary steps are required, the school will consider the following actions, depending on the nature and severity of the incident:
- Bullies will be warned officially to stop offending.
- Parents/guardians will be informed.
- Pupils may be excluded from participation in play time at break and/or lunch times.
- Pupils may have other privileges removed.
- If bullying is persistent, pupils may be excluded for a fixed period (one or two days).
- If bullying continues following return from a fixed term exclusion, a longer period of removal may be considered.
- Ultimately, permanent exclusion (expulsion) will be considered

Linked Policies

Safeguarding Policy

Behaviour Policy