



Kirkby Church of England Primary
School
Anti-Bullying Policy

ANTI-BULLYING POLICY- KIRKBY C OF E PRIMARY SCHOOL A “GOOD FRIENDS’ APPROACH”

The principles of the school's anti-bullying policy are taken from the **Mission Statement** and relate directly to our **Behaviour and Discipline Policy**.

The aim of our anti-bullying policy is to ensure that everyone can learn in a supportive and safe environment which shows care and respect for everyone, and where everyone has a sense of belonging without fear of being bullied.

Statement

Bullying is defined as deliberately hurtful behaviour, which is unprovoked, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, repeated over a sustained period of time, that intentionally hurts another individual or groups either physically or emotionally.

In other words, bullying at Kirkby Church of England Primary is considered to be, “unacceptable behaviour which occurs **‘lots of times, in a specific time frame on purpose’**.”

Bullying can be: Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Discriminating against people because of different accent, ethnic group, social class. Racial taunts, graffiti or gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Discriminating against people because of gender, physical appearance
Cyber bullying	All areas of internet ,such as email and internet chat Twitter, Facebook, Snapchat, Instagram, Whatsapp or the misuse of a mobile phone by issuing threats by text messaging and calls, Misuse of associated technology , i.e. camera and video facilities, Ipad, games consoles,
Direct or indirect Verbal	Name-calling, sarcasm, spreading rumours, teasing, leaving people out deliberately to upset them

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or Disability
- Appearance or health condition
- Home circumstance, incl poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, and toilets, on the journey to and from school, on school trip and on the internet.

Bullying in any form, by anyone, will not be tolerated at Kirkby C of E Primary School. We do not accept any form of behaviour which hurts, threatens or frightens any member of the school community. Everyone has the right to feel safe and happy in school and in the playground. We believe in eradicating bullying without victimising the bully. Victims will be confident that support will be given and action will be taken against bullies.

Staff must be vigilant about bullying; that is, do not always wait to be told before you raise concerns or deal directly with the matter. Children may not know they are being bullied.

Why it is important to respond to bullying?

Bullying hurts, damages and can have huge implications on young peoples lives. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everyone has the right to be treated with respect. Pupils who are bullying need to learn new and different ways of behaving.

What is our aim for the school?

We seek to develop an environment which is welcoming, which shows care and respect for everyone, and where everyone has a sense of belonging.

To promote the well-being of all pupils based on trust between all members of the school community. It is everyone's responsibility to prevent bullying from occurring.

To offer an environment free from verbal and physical abuse and to provide an education free from humiliation and oppression where everyone has the chance to partake in the social and educational opportunities offered by the school.

To report and record all instances of bullying.

To promote a "whole school" approach, where signals and signs are identified and swift and effective action is taken.

To teach pupils to recognise how others feel and treat others how they would like to be treated.

A POSITIVE APPROACH TO PROMOTE "GOOD FRIENDS"

- Provide a good role model; show care, politeness, respect and honesty.
- Teach and promote empathy.
- Discuss supportive relationships.
- Promote self-esteem, security, identity, belonging, purpose and competence.

- Help children to develop positive strategies and assertiveness.
- Refer to “caring”; raise awareness of how good it feels to care for others and how good it feels to be cared about.
- Reward positive behaviour.
- Explore feelings through role play and viewing bullying situations from both sides.
- Allow children to hear what other people feel and experience (e.g., “circle time”).
- Discuss friendships - who are our friends and why do we choose them?
- Encourage children to recognise their own qualities and help them identify good qualities in others.
- Teach children to listen, and listen to them attentively.
- Help children to be patient and to be reflective.
- Encourage children to look after their own property and to respect property of others.
- Help children to give and receive praise.
- Teach children to be helpful.
- Encourage peer support for all pupils.
- Personal and Social Education Assemblies.
- Encourage pupils to seek support from adults in school

Children who have been bullied

What should children do?

- Notify an adult immediately.
- Tell yourself - “I don’t deserve to be bullied”.
- Try to show that you are not upset.
- Try being assertive - shout “go away” loudly, or walk quickly and confidently away.
- Get your friends to support you positively.
- Show that you and your friends disapprove.
- Show understanding and support to children who may be bullied.
- Be careful about teasing or personal remarks.
- Don’t stand by and watch - tell an adult straight away.
- Remember, we are all individuals and different and we should be allowed to be proud of it.

How can staff and parents help?

- We urge parents to encourage their children to report bullying immediately. The earlier we know about it the better chance we have of stopping it, and resolving the causes of it.

- Listen to your child.
- Try not to overreact.
- Show sympathy but try not to dwell on the situation.
- Tell your child that bullying exists and it's not their fault.
- Check all the facts – is it bullying or friendship problems, which may resolve naturally?
- Talk about possible strategies for your child to use – try the websites listed at the end of the policy.
- Encourage your child to tell a teacher.
- If the situation is serious, contact the class teacher yourself.

Guidelines for dealing with pupils who report they have been bullied:

- Attend to what is said without displaying shock or disbelief; be patient; wait during any silences; prompt gently
- Take bullying seriously and investigate the facts of any incident. Ask open questions, e.g. 'anything else to tell me?' avoid leading questions, e.g. 'what did she/he do next?'
- Support children who are being bullied. Reassure the pupil she/he was right to report bullying: avoid any promises of confidentiality (it may be necessary to refer to other staff, parents etc)
- Meet with bullies and victims individually. Record the date, time, place, any noticeable non – verbal behaviour, and the words used by the pupil(s) (not his/ her interpretations or assumptions)
- Avoid any personal criticism of the pupil who has allegedly bullied, refer only to their behaviour.
- Explain what she/ he will do and who he/she will talk to next.

Guidelines for dealing with pupils who have been accused of bullying;

- Adopt a non- blame stance, remember there are two sides to every story; remember each incident is different;
- Isolate pupils, if a group of them are involved, at strategic points around the school to prevent any collusion on their part;
- Avoid the word 'bully'; refer always to 'bullying behaviour';
- Request information, e.g. ask 'what happened/';
- Insist the bullying behaviour stops immediately and encourage them to change their behaviour through guidance and support.

School procedures for dealing with bullying

In dealing with cases of bullying we aim to:

STOP the bullying behaviour

RE-EDUCATE those who bully, changing attitudes and behaviour for the future;

RECONCILE the pupils involved, using restorative practises.

- Allow appropriate “cooling off” time for pupils involved.
- Talk with the bullies and the bullied individually in confidence. It may then be appropriate to discuss behaviour together and obtain genuine apologies.
- If appropriate, allow bullies to hear the feelings of the bullied child. Ask bullied/bullier what action they deem appropriate and whether it is fair. Restorative Practise is used to allow all involved to understand the impact of the behaviour on others.
- Ensure that all incidents of bullying and procedures to be followed are recorded in bullying log sheet.
- Inform parents in combating bullying.
- In certain circumstances, sanctions will then be applied.
- Depending on the seriousness and/or frequency of the unacceptable behaviour, parents may be encouraged to take an active part in “target setting” in order to promote acceptable behaviour.
- Request guidance from other outside agencies (if necessary).
- Monitor the situation until the problem is resolved.

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.

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these signs and that they should investigate if a child:

- Is frightened of walking to and 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 make less effort with schoolwork 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 dinner or other monies continually “lost”
- has unexplained cuts or bruises
- comes home hungry (money/ lunch stolen)#

- becomes aggressive, disruptive and or unreasonable
- is bullying n 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

SANCTIONS AVAILABLE

- Withdrawal from playtime (which may involve writing a letter of apology).#
- Lunchtime detentions
- Parents informed
- Withdrawal from representing the school.
- Withdrawal from favoured activities.
- Withdrawal of privileges.
- Exclusion from peers.
- Referral to senior staff.
- Exclusion from school.
- Pupils involved in incidents will be informed of sanctions carried out. Staff associated with such pupils will also be informed.

SOME CONCLUDING THOUGHTS

Bullying happens in every school to some degree.

It's OK to tell - 'don't suffer in silence'.

Bullying can be addressed effectively through whole school policy and planned interventions.

By promoting positive social behaviour through the teaching of specific skills, school staff, parents and pupils can work together to create a friendly caring school.

WEBSITES

Government site with information about the new pack for schools and many links to related sites.

www.bullying.co.uk

www.kidscape.org.uk

www.childline.org.uk

Has very useful information sections, particularly on racial harassment and bullying.

www.ncb.org.uk

The website of the National Children's Bureau has information on bullying in the Forum on Children and Violence section.

www.nspcc.org.uk

The NSPCC site includes information on bullying as part of the Full Stop campaign.

www.thewhocarestrust.org.uk

This Who Cares Trust is a charity aimed at children in public care.

www.bullyfreezone.co.uk

www.stopbullying.gov

www.anti-bullyingalliance.org.uk

The policy is reviewed annually by The Governing Body