



**Policy:** Anti Bullying

**Ref:** P16

**Updated by:** Kim Webb

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**Signature:**

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## **Principles and Values**

As an academy we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to.

Bullying will not be tolerated. The academy will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

## **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?**

Bullying is when the same student is repeatedly and deliberately harmed. The victim finds it difficult to defend him or herself against the perpetrator/s. The victim is the same student who is subjected over and over again to mean and hurtful actions by others.

The purpose of bullying is to hurt, harm and cause distress. A victim may be physically weak, timid or might be new to a class with no circle of friends to support him or her. Children who do not share similar characteristics with their peers, for example their race and culture, their sexuality or their educational ability, can also be victimised through bullying.



Sometimes children hurt each other by accident. A fight or falling out between two children of equal strength and status is not bullying. When such incidents arise the school will deal with these in line with our behaviour policy.

In other words, bullying at Kingsland CE Academy and Nursery School are considered to be:

**“ unacceptable behaviour which occurs ‘lots of times, on purpose’.”**

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

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**- racial taunts, graffiti, gestures

**Sexual**- unwanted physical contact or sexually abusive comments

**Homophobic** - because of, or focussing on the issue of sexuality

**Direct or indirect Verbal**- name-calling, sarcasm, spreading rumours, teasing

**Cyber bullying**- All areas of internet ,such as email and internet chat

- Misuse of associated technology , i.e. camera and video facilities, I- pad, games consoles,

**Bullying may be related to:**

- Race
- Gender
- Religion
- Culture
- SEND or disability
- Appearance or health condition
- Home circumstances, incl 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.

**Bullying will not be accepted or condoned. All forms of bullying will be addressed.**

## **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 Child Abuse; 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 and Disability, 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.

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

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 For Parents and Staff**

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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / 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



## **Aims**

Through our practices, our aims are as follows:

To enable everyone to feel safe, happy and respected at school.

To educate and help everyone to understand what bullying and also what anti-bullying is, so we can help each other and aim to prevent bullying in school.

To make it clear that all forms of bullying are unacceptable at our school and no one deserves to be bullied.

To record any incidents of bullying, through the CPOMS programme.

To deal with each incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.150

To support and protect victims of bullying and ensure they are listened to.

To help and support pupils/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.

To liaise with parents and other appropriate members of our community.

## **Prevention**

Kingsland CE Academy and Nursery School uses a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE and Citizenship lessons, the school Vision and Assembly Themes, Children's Safeguarding Committee, Anti-bullying week and continued focus. E-Safety Day and Prayer Bears. Children are also consulted through in-school pupil questionnaires the results of these questionnaires are promptly responded to by staff). The Academy's Internet Safety section of website ensures that pupils have access to needed resources.

## **The Role of Governors**

The governing body supports the Executive Principal, Principal and staff in all attempts to stamp out bullying from our school. This policy statement makes it very clear that the governing body does not tolerate bullying in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly (including signing this policy).



The governors require accurate records to be kept of all incidents of bullying and governors can request a report on the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Executive Principal and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

## **The Role of All Staff**

The ethos and working philosophy of Kingsland CE Academy and Nursery School means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded.

Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff will reinforce expectations of behaviour as a regular theme in line with our Vision and Good to be Green expectations.

Staff to follow the equality policy; supporting every child in our school. Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.

Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group.

Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

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

- writing a set of school or class rules
- 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 and why it matters that children who use unacceptable behaviour towards others are dealt with quickly
- Creating items for the school website.



If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your Junior Leadership Team rep or a member of the Children's Safeguarding Committee
- Tell a teacher or adult whom you feel you can trust
- Write your need to speak to a teacher on the Senior Leadership Picture Board
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Ring Childline and follow the advice given
- Visit the school website for ideas of what to do next.

### **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 bullying, this must be reported to the Executive Principal and Racism Co-ordinator (Mrs Sparkes).

General incidences of bullying should be recorded in the Behaviour Log this would include incidents where 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 following the ROC procedure, as with any case of Child Protection.

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.

Incidents of bullying will be discussed with the Governing Body (Safeguarding Goves)

### **Advice to Parents**

As the parent of a child whom you suspect is being bullied -

1. Report bullying incidents to the classteacher or Anti-Bullying Co-ordinator (Miss Webb).
2. In cases of serious bullying, the incidents will be recorded by staff and the Executive Principal notified.



3. In serious cases parents should be informed and will be asked to come into a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

**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.**