



Believe to Achieve

Kates Hill Primary School

Anti-Bullying Policy

Reviewed: May 2021

Date of next review: Autumn term 2021

Key people relating to this policy:

Head Teacher: Kathryn Harvey

Assistant Head with responsibility for behaviour: Dan Cox

Anti-bullying Lead: Adeela Subhan

SENCO: Karen Laming

Inclusion Support Manager: Margret Hollis

School Governor with Anti-bullying responsibility: Mike Searl

Learning mentor with responsibility for behaviour: Luke Crogan

Designated Safeguarding leads: Judy Mathews, Lee Waterfield, Melisa Ward

To be read in conjunction with:

Behaviour policy

Values policy

Safeguarding and Child Protection Policy

E Safety Policy

Positive behaviour policy

Introduction

Kates Hill Community Primary School is committed to safeguarding and promoting the welfare of children and young people. The school's commitment to deal with issues of bullying is an important part of our commitment to safeguard children. As such improving safety, behaviour and the promotion of equal opportunities feature highly on our school improvement plan.

The governing body recognises that stresses placed on those that are bullied can have a detrimental effect on their emotional health, well-being, attendance, educational successes and subsequent life chances.

The school is committed to work with staff, pupils and parents to create an inclusive school community where bullying is not tolerated. We are a **TELLING** school. If children act we can tell. It continues when it is not reported or acted upon.

Aims:

The aim of this policy is to keep children safe through prevention of bullying where possible by creating a harmonious atmosphere within school. This policy will:

- Define what we believe bullying is
- Outline how we identify, report and record incidences of bullying
- Outline how we respond to bullying incidents
- Outline the strategies we use to prevent bullying
- Give children strategies to deal with bullying
- Outline monitoring and reviewing arrangements
- Outline key areas of responsibility and how we consult with all stakeholders
- Ensure that the school meets its legal obligations

This policy also relates to the following policies:

- PSHE and Citizenship
- Behaviour
- SEND & Inclusion
- Child Protection and Safeguarding
- E - safety policy and Acceptable Use Policy

School Values and Beliefs

- Values based education through school values programmed based on six core values of; respect, honesty, responsibility, perseverance, happiness and self-belief.
- All pupils have the right to feel safe, happy and included
- Everyone has a right to learn and work in an environment free from harassment or discrimination and where they feel safe.

- Bullying is unacceptable
- Pupils who experience bullying will be supported

The staff, children, parents and governors have been involved in making this policy. Our definition of bullying is:

Bullying is persistent unkindness; threat or aggressive behaviour by an individual or a group of individuals, towards an individual or group of individuals, because of a perceived difference, which causes harm or the fear of harm.

The DCSF define bullying as:

'Behaviour, usually repeated over time, that intentionally hurts another individual or group physically or emotionally. One person or a group can bully others.'

Staff and children have drawn up charters to promise to prevent bullying where possible from our school and create a harmonious learning environment - see appendix 1 and 2

Bullying can take lots of different forms and children and young people can be targeted for a number of reasons. Sometimes they don't realise that what is happening to them is bullying.

- **Physical** - kicking, hitting, pushing, taking and damaging belongings
- **Verbal** - name calling, taunting, mocking, making nasty comments, making threats
- **Emotional** - leaving people out / deliberately ignoring, gossiping, spreading rumours
- **Cyber-bullying** - bullying using text messages / phone calls, picture / video clip on phones, instant messenger, email, chatrooms, web sites / blogs
- **Racist / religious** - includes verbal and physical, in addition racist jokes and graffiti, also refusing to play with people from other ethnic backgrounds
- **Homophobic** - motivated by prejudice against gay, lesbian, bi-sexual and transgender people, includes verbal, physical and cyber bullying
- **Sexual / sexist** - includes abusive name calling, gestures, comments about appearance, innuendos and propositions
- **Special educational needs / disabilities** - bullying will focus directly on the disability or impairment of the victim
- **Peer on peer** - when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18.

Adults in school can also be bullied by children, their parents or other members of staff. When an adult is bullying another adult then different procedures will be followed to report, record and tackle these incidents if they arise. Some incidents may involve contacting the police or following disciplinary procedure.

Identifying, Reporting and Recording Bullying

At Kates Hill Community Primary School all staff have been trained to look for signs of bullying. Signs that a child is being bullied could be as follows:

Physical signs:

- Cuts and bruises with no realistic explanation
- Torn clothing / bags
- Missing belongings
- Physical health may also suffer

Emotional signs:

- Withdrawn
- Aggressive
- Tearful / easily upset
- Irritable

Other signs:

- May take a different route to school
- May fake illnesses to get out of school
- Eating / sleeping habits may change
- Change in attainment levels at school
- Using technology less often

If staff members notice anything unusual about how the child presents at school s/he will speak to the child to investigate the matter and reassure the child that it is important to tell us if there is anything that is worrying them so that we can help.

When bullying is reported

Sometimes a parent, child or group of children will report bullying. When bullying comes to our attention the school will take the following steps:

- Record the incident in as much detail as possible (to be entered on the Behaviour Management System later)
- Investigate thoroughly by seeing the children separately
- Tell the people involved to keep a diary of all incidents and keep any texts, email, web pages etc.
- Help them to make a safety plan
- Report to the identified person for anti bullying (HT or AHT)
- Contact parents of both sides
- Follow behaviour policy regarding punishment (stepped sanctions may be appropriate depending on the severity of bullying and whether or not it is the first time it has happened. Punishments may be school based sanctions or a fixed term exclusion)
- Follow up and ensure the people involved are safe
- Both parties to complete sessions with the Learning Mentor on a 1-1 basis
- Aim to integrate the individual who is experiencing the bullying, within a group - set up peer / buddy system or circle of friends

- Praise the perpetrator for improvement in positive behaviour in subsequent days/weeks
- Track any further actions such as outside agency involvement

Support for individual experiencing the bullying

Children who experience bullying may be supported in the following ways:

- Peer support/ buddying
- Anti-bullying ambassadors lunchtime club
- Values ambassadors support
- Circle time/ PSHE lessons
- Counselling
- 1-1 sessions completing the Victim of Bullying course with the Learning Mentor
- Puppets/ role play - act out how to deal with bullying
- Stand up speak out boxes - give the children the opportunity to write down experiences about bullying or a bully and post it for an adult to read
- Support at lunchtime by peer supporters, anti-bullying ambassadors, TAs, Lunchtime Supervisors and Learning Mentor through planned games, Assistant head teacher
- Private diary given where necessary

Support for individual carrying out the negative behaviour

Children who are identified as carrying out the repeated negative behaviour can expect support to change their behaviour after their initial sanction. Some techniques may be:

- 1-1 sessions with the Learning Mentor
- Drama / Role play to see how the victim felt
- Work on anger management/ behaviour by external agent or Nurture Manager
- Draw up a behaviour modification plan
- Work with Educational Psychologist if necessary

Proactive Measures to Stop Bullying from Happening

Although it is extremely important to react quickly to incidents of bullying when they are reported it is also important that as a school we are proactive in supporting teaching the children about their rights, responsibilities, tolerance and acceptance of and celebration of difference. We do this in a number of ways:

- Promoting our six core school values of; respect, honesty, happiness, responsibility, perseverance, self-belief.
- Ensure that we promote an open and honest anti bullying ethos in the school by promoting good behaviour where children take responsibility for each other's emotional and social well being and include and support each other.
- Teach the children about anti bullying in personal, social, health and citizenship education (PSHE) lessons, assemblies as well as in focus weeks.
- Teach the children regularly about e-safety - social networking, emailing, chatting on line as well as making safe searches.
- Inform pupils about online safety and cyberbullying, support systems in place so that children know what to do and who to approach if they go through this. We have safer internet day once every year.
- Continue to make lunchtimes safe and exciting, for all children but in particular for those who feel vulnerable, through organised games on the playground led by dinner supervisors, indoor games clubs and including quiet games for children less inclined to run around
- Involve the children in making anti-bullying pledges, drawing up a charter and designing leaflets and posters as well as power point presentations on anti-bullying
- Involve the children in peer led interventions such as peer supporters, circle of friends, playground friendship bench and playground pals
- Anti-bullying is the focus of some assemblies throughout the year
- Teachers will bring up anti-bullying issues through circle time
- Children are encouraged to disclose problems including bullying issues through the 'Stand up Speak Out!' box positioned in the school hall which will be checked by A Subhan every week. The school council address the issues with a member of the SLT. A member of staff will investigate and the child will be supported.
- There is an acceptable use policy in school
- Four Anti-bullying focus days in a year planned and organised by A Subhan and the ABA.
- Ongoing training programme for staff including induction of new members of staff
- Clear and consistently applied policies for behaviour and uniform
- Our school council offers a forum in which concerns about bullying can be discussed on a regular basis. They will pass any concerns on to the peer supporters who act as anti-bullying ambassadors
- Train the children to identify risk within spaces linked to bullying
- Nurture Manager at lunchtimes used as the main contact point for children, dealing with incidents ensuring they are recorded and any bullying incidents reported to the HT/DHT

Bullying outside the premises

We take our responsibility for bullying that occurs off the premises seriously. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us about bullying off the school premises members of staff with responsibility for Anti-bullying will:

- Talk to the child about how to avoid or handle bullying outside of school
- Talk to the head teacher of another school whose pupils are bullying
- Talk to parents of the children involved
- Talk to the police and PCSOs
- Use the sanctions in our behaviour policy

LGBT

Education and Inspections Act 2006

Schools have a duty to promote the safety and wellbeing of all children and young people in their care, including lesbian, gay, bisexual and transgender pupils and those experiencing homophobic, biphobic or transphobic (HBT) bullying.

Equality Act 2010

Schools are required to eliminate discrimination on the grounds of sexual orientation and gender reassignment. This includes tackling HBT bullying. Schools are also required to advance equality of opportunity and foster good relations. This means that schools should go beyond tackling HBT bullying and take proactive steps to promote respect and understanding of LGBT people and issues.

At Kates Hill Primary School, we will not tolerate HBT bullying or bullying against the LGBT community. We will follow the steps described in our Anti-bullying policy.

The school aims...

- To provide an inclusive environment in which LGBT pupils and staff are valued and respected;
- To promote understanding of and support the needs of LGBT pupils and staff;
- To usualise LGBT awareness and issues through the provision of an inclusive curriculum;
- To monitor and tackle HBT language and bullying.

The school seeks to achieve these aims...

- By ensuring that school policies and practices are inclusive and supportive of LGBT people and explicitly state that HBT language and bullying are unacceptable;

- By providing training to staff in supporting LGBT pupils, developing an LGBT-inclusive curriculum and tackling HBT language and bullying;
- By providing support structures and information/resources to LGBT pupils on LGBT issues and support services;
- By providing pupils with LGBT-inclusive Sex and Relationships Education (SRE), opportunities to discuss gender identity and sexuality, and including LGBT people and themes in the RSE and wider curriculum where relevant;
- By providing multiple ways for pupils to report HBT language and bullying, monitoring (including through staff and pupil surveys) and recording HBT language and bullying, as well as ensuring that pupils are aware that HBT language and bullying are wrong;
- By maintaining a gender-neutral dress code and ensuring that unnecessarily gendered aspects of school life are avoided;
- Monitoring the implementation of this policy and provide training and additional support and advice to pupils and staff.

Overleaf is guidance for parents and children on how to report incidents of bullying.

Information for Parents

Parents and families have an important part to play in helping schools deal with bullying. First, discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression. Second, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect the symptoms of bullying. Contact the school immediately if you are worried.

If you suspect your child is being bullied

- Calmly talk to your child about it
- Make a note of what s/he says particularly who was involved; how often the bullying has occurred, where it happened and when it happened
- Reassure your child that telling you about the bullying was the right thing to do
- Explain that your child should inform his/ her class teacher immediately if any more bullying happens and make an appointment to see your child's class teacher
- Explain to the teacher the problems your child is experiencing

Talking to teachers about bullying

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child says has happened giving dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with the school and let them know if things improve or problems continue to occur and if you are still feel worried about the situation speak to the HT/DHT.

If your child is bullying other children

- Children may be involved in bullying other children at some time or another. Often parents are not aware. Children sometimes bully others because:
- They don't know it is wrong or they are being encouraged to bully by their friends
- They are copying older brothers or sisters or other people in the family that they admire
- They are going through a difficult time and are acting out aggressive feelings
- They have not learned better ways of mixing with people.

To stop your child bullying others

- Talk to your child, explaining that bullying is unacceptable and makes others unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how to join in with other children without bullying
- Work with the school to help your child to make better choices about their behaviour
- Give your child lots of praise and encouragement when they are cooperative or kind to other people.

Information for children

DON'T SUFFER IN SILENCE

If you are being bullied

- Try to stay calm and look as confident as you can
- Be firm and clear - look the bully straight in the eye and tell them to STOP
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away

After you have been bullied

- Tell a teacher or another adult in your school
- Tell your family
- If you are scared to tell an adult by yourself, ask a friend to come with you
- Keep speaking up until someone listens and does something to stop the bullying
- Use our playground pals to help you
- Go to the friendship bench at lunchtimes and the playground pals will come to you
- Tell a member of staff on the playground
- Don't blame yourself for what has happened

When you are talking to an adult about bullying be clear about

- What has happened to you and how often it has happened?
- Who was involved?
- Who saw what was happening?
- Where did it happen?
- What you have done about it already?

Code of conduct in school uniform and behaviour outside school

When children wear school uniform outside the premises they represent the school and are ambassadors of the school. They should:

- Follow the school golden rules at all times
- Treat others with respect
- Speak to others in a courteous manner
- Be helpful and considerate
- Look neat and tidy
- Provide a good example of acceptable behaviour
- Report any unacceptable behaviour (such as swearing, smoking, fighting, name calling or bullying) to an adult.

Kates Hill Community Primary School Anti-Bullying Charter

We believe...

1. That everyone has the right to feel safe, happy and valued in school.
2. That there is never any excuse for bullying.
3. That it is important to take bullying seriously in our school and we will all take responsibility to prevent it.
4. It is always important to consider how your words and actions may affect others, so we will think carefully before we act and speak.
5. That we should all offer help, support and advice to those involved in bullying.

To prevent bullying in our school we agree to...

6. Always follow the Golden Rules.
7. Tell someone to stop if they are treating us in a way that we don't like.
8. Always try to be good friends to each other.
9. Tell someone you trust if you feel like you or someone you know is being bullied.
10. Be kind to each other and treat others as we would like to be treated ourselves.

Appendix 2
Anti Bullying Charter
Kates Hill Community Primary Staff

We will work together with children, young people and parents to create a school where bullying is not tolerated.

At Kates Hill Community Primary School we will discuss and review our policy every 2 years with the whole school community.

We will support staff to promote positive relationships and tackle bullying appropriately.

We ensure that the whole school community knows that all bullying concerns will be dealt with sensitively and effectively; that children and young people feel safe and happy to play and socialise; and that everyone abides by the anti-bullying policy.

We will report back quickly to parents/carers regarding their concerns about bullying and deal promptly with complaints. We expect parents to work with school to up hold the anti-bullying policy we have all agreed.

We want every child to be able to travel safely to and from Kates Hill Community Primary School.

We will seek to learn about effective ways to prevent bullying and good practice being used in other places. We will work with local partners to make children feel safe.

Appendix 3
School Values Pledge
Kates Hill Community Primary Pupils

**I pledge today to do my best,
Whist showing honesty and respect.
I'll expect the best in all I do,
Showing self-belief and perseverance too.
I promise to be responsible,
Spread happiness so that we can all have fun.
Our school values we must follow,
Today and even tomorrow.
At Kates Hill we work together,**

Showing love and care for one another.

Monitoring and reviewing the policy

This policy is monitored and reviewed on a regular basis by the anti-bullying lead and the head teacher, who reports to governors about its effectiveness.

This anti-bullying policy is the governor's responsibility and they review its effectiveness annually. The next review will take place in the autumn term of 2019.

The anti-bullying lead will regularly examine the number of incidents which are explicitly of a bullying nature. These will be discussed with the head teacher and any key factors will be put into the school's action plan.

This policy is based on DfE guidance "Preventing and Tackling Bullying. Advice for head teachers, staff and governing bodies", March 2014 and it is recommended that schools read this guidance: <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for head teachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" March 2014:

<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

- DfE: "No health without mental health":
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Racism the Red Card: www.srtrc.org/educational

Links to legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These may include:

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986
- The Computer Misuse Act 1990

