



## ANTI – BULLYING POLICY

### STATEMENT OF INTENT:

King's Hill Primary School is committed to providing a caring, friendly supportive environment where children can achieve well without the fear of being bullied. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils are able to tell and know that incidents will be dealt with promptly and effectively.

### Aims of this policy

- We therefore do all we can to prevent bullying by developing a school ethos in which bullying is regarded as unacceptable
- Our aim, as a school is to produce a safe and secure environment where all pupils can learn without anxiety.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make clear each person's responsibilities with regard to the eradication of bullying in our school.

### Objectives of this policy

- Governors, teaching staff and non – teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors teaching and non – teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils know what they should do if bullying takes place.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

**Bullying will not be tolerated at our school**

## Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves or where the behaviour is intended to cause distress and there is an imbalance of power between the perpetrator/s of bullying and the target/s.

Bullying can take place between pupils, between pupils and staff or between staff, and can include:

- Name-calling, taunting, mocking and making offensive comments
- Offensive graffiti
- Excluding people from groups
- Gossiping and spreading hurtful/untruthful rumours
- Kicking, hitting, pushing
- Taking belongings
- Cyberbullying – including sending inappropriate, offensive or degrading text messages, emails or instant messages via the internet, setting up websites designed to embarrass or upset individuals or excluding them from social networking sites.

Pupils are bullied for a variety of reasons including:

- Ethnic background, religion or culture
- Disability, special educational needs or being particularly able, gifted and talented
- Sexual orientation gender (including sexualised bullying)
- Size, appearance or health conditions
- Social or economic status (poverty, class)
- Age/maturity
- Home circumstances – certain groups such as pupils in public care, or young carers, or
- Those with same sex parents/carers or whose parents/cares have mental health difficulties may be particularly vulnerable

## Signs of Bullying

Pupils who are being bullied may show changes in behaviour, such as

- Becoming shy and nervous
- Feigning illness
- Taking unusual absences
- Clinging to adults
- Changes in work patterns, lacking concentration or truanting from school

## What to do if bullying occurs

Pupils are encouraged to report bullying in school immediately. All adults in school must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Single incidents of hurtful behaviour may still leave the targeted pupil fearful of repetition and should always be addressed.

Procedures to deal with a report of bullying:

The following steps may be taken when dealing with incidents:

- When bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Head Teacher or a member of the SLT
- The Head Teacher or SLT member will interview all concerned and will record the incident
- All relevant staff will be kept informed
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

## Outcomes

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Informing parents or carers

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or carers to help change the attitude of the pupil

The appropriate disciplinary action will be taken in line with school policy.

## Strategies to prevent bullying

All pupils are encourage to participate in good play, friendships and learn to mediate in relation to any minor incidents/problems.

- Sharp system
- Childline posters and anti-bullying posters displayed around the school
- Continue to raise awareness of the nature of bullying within the curriculum through inclusion in PSHE, SMSC assemblies and subject areas, as appropriate
- During Anti-bullying week a range of activities and assemblies take place
- Ongoing E-safety training

## How children feel

Pupils must:

- Feel safe in school, and understand issues relating to safety, such as bullying
- Feel able to seek support from the school should they feel unsafe
- Feel safe from different forms of harassment and bullying, including those related to faith, race (including Gypsy/Roma and Travellers of Irish heritage), gender, sexuality and disability
- Fell safe, respected and comfortable in the company of staff and other adults
- Feel listened too

Policy reviewed - July 2021

Next review July 2023

