



# KILLINGHALL CE PRIMARY SCHOOL



## ANTI BULLYING POLICY

**'Committed to being buddies not bullies'**

### Introduction

Everyone at Killinghall CE Primary School has a right to learn, to be respected and to be safe. We are intent on providing a caring, safe, happy and healthy environment for all our pupils. Bullying is regarded as unacceptable.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

### Aims and Objectives

The aim of this policy is to prevent and deal with any behaviour deemed as bullying. To do this we will:

- Ensure that staff, governors, pupils, parents, relatives and childcare providers develop a shared understanding of the concept of what is and is not bullying.
- Take positive action to prevent cases of bullying
- Promote a positive and caring ethos within the school environment
- Have in place a consistent, swift and positive response to any bullying incidents that may occur
- Provide support for children, parents, relatives and childcare providers to enable them to identify and solve problems, for both the victim and the bully.

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

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

As a school we have a responsibility to respond promptly and effectively to issues of bullying.

We are working with staff, pupils and parents to create a school community where bullying is not tolerated.

### Our School Community:

- ✓ Discusses, monitors and reviews our anti-bullying policy on a regular basis
- ✓ Supports staff to promote positive relationships and to identify and tackling bullying appropriately
- ✓ Ensures that all pupils are aware that all bullying concerns will be dealt with sensitively and effectively and that pupils feel safe to play, learn and socialise
- ✓ Reports back to parents/carers regarding their concerns about bullying and deals promptly with any complaints
- ✓ Seeks to learn from anti-bullying good practice elsewhere and utilises the support of the LA and relevant organisations when appropriate
- ✓ Shares in discussions about anti-bullying during a bi annual anti bullying week in the Autumn term.

## **Guidelines**

### **What is bullying?**

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time.

Bullying makes those being bullied feel powerless to defend themselves. It results in worry, fear and distress which can interfere with the wellbeing of the child. The victim may be made to believe that telling others will result in worse abuse.

Bullying is distinct from conflict, which is part of everyday life. This difference is not immediately clear to children. Bullying is not:

- A one off fight or argument
- A friend or peer sometimes being nasty
- An argument with a friend or peer
- Falling out with friends or peers on an occasional basis.

### **Bullying can take many forms:**

- Physical bullying – pushing, hitting, kicking, hiding/taking belongings.
- Verbal bullying – name calling, insults, threatening language, offensive remarks.
- Indirect bullying – spreading gossip or malicious rumours or stories about someone; excluding someone from social groups
- Cyber bullying – any form of bullying using a mobile phone, chat rooms, social networking sites, instant messaging or email.
- Racist - racial taunts, graffiti, gestures
- Homophobic - because of, or focussing on the issue of sexuality

It may also be:

- The same person or group always leaving someone out
- Someone making threats of violence against someone else
- Someone damaging someone else's kit, clothes or belongings deliberately
- Someone taking another person's belongings deliberately
- Someone trying to force someone else to do something they do not want to do
- Someone demanding money/goods with threats

### **Why are we against bullying?**

'Every Child Matters'.....because:

- everyone has the right to feel welcome, secure and happy
- we should treat everyone with consideration
- if bullying happens it will be dealt with quickly and effectively
- it is important to tell someone

Bullying of any kind is unacceptable at our school.

## **What are the signs and symptoms of bullying?**

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / runs away
- 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
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Gives improbable excuses for their behaviour.

## **What causes Bullying?**

People bully for different reasons.

The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

## **Practical Guidelines – strategies to deal with bullying**

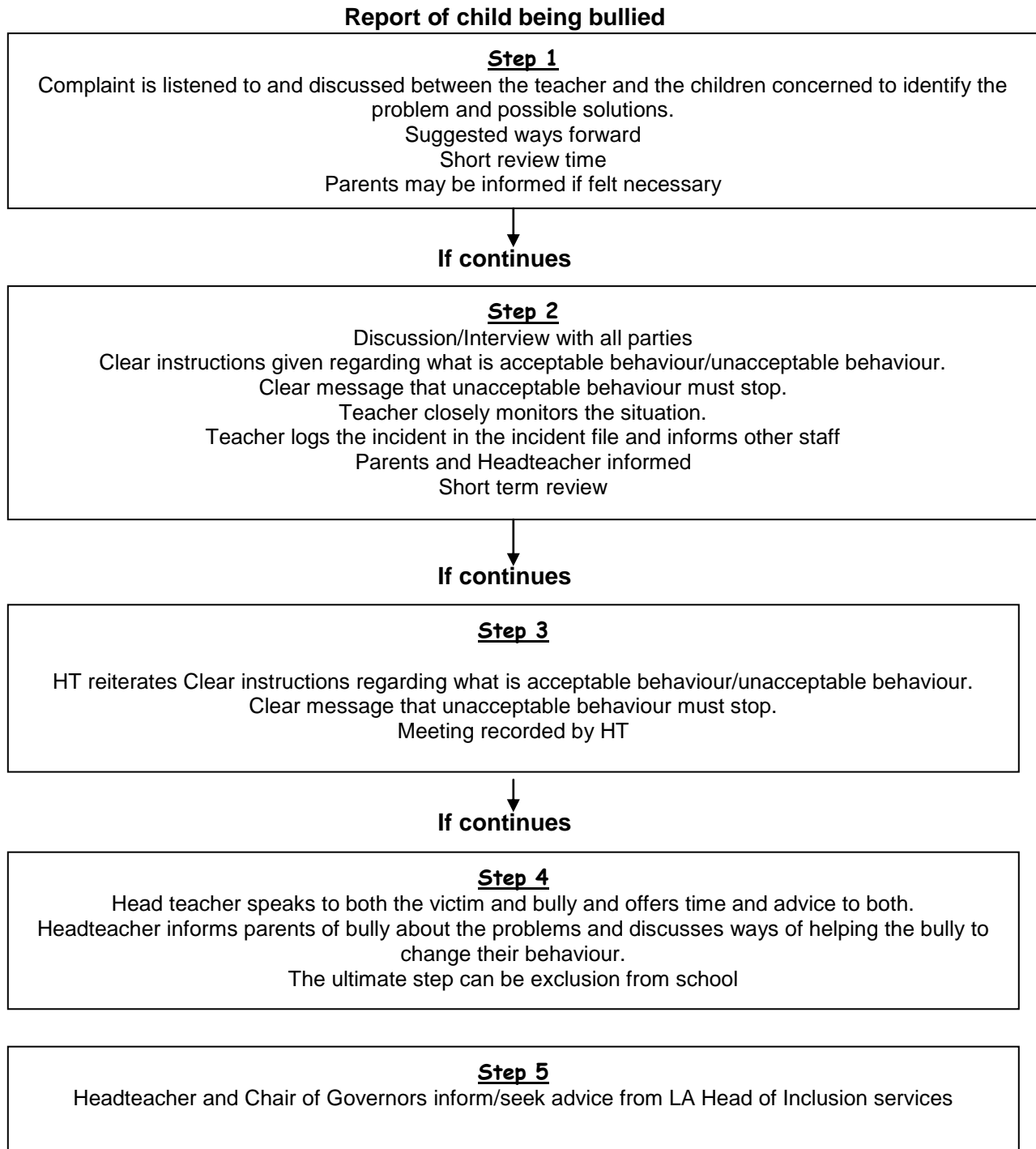
Our school fosters a clear understanding that bullying, in any form, is not acceptable. This is done by:

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence.
- Regular collective worship which discusses the types of behaviour and ethos we expect in school.
- Regular 'anti bullying' weeks. Annual anti-bully week for parents
- Annual safety work with children including aspects of cyber bullying.
- Any incidents treated seriously and dealt with immediately.
- A consistent level of understanding of procedures and a clear behaviour policy.

**Our school will respond promptly and effectively to reported incidents of bullying**

## **Procedural responses to bullying**

A bullying incident can be reported by a victim, parent, carer, friend or anyone who has knowledge of the problem. It may also be reported by a member of school staff who will take it to the class teacher. The class teacher will decide upon which stage below is appropriate as a starting point:



The Headteacher may override these steps and intervene at an earlier opportunity depending on the severity and complexity of the incident.

## **Legislation and Government Guidance**

This policy, related strategy and guidance are, and will be, drawn up in accordance with legislation and Government guidance. Relevant legislation and documentation includes:

Schools in England have a legal duty to ensure the safety of all children and young people and to prevent all forms of bullying. Head teachers also have powers to respond to bullying outside of school premises, and to search for and confiscate items that may have been used to bully or intimidate (The Education and Inspections Act 2006: The Education Act 2011).

In Spring 2012 the Department for Education published 'Preventing and tackling bullying in schools - advice for headteachers and governing bodies'. This was last updated in February 2013. This makes the legal duties of schools and colleges clear and is essential reading for all school staff.

Ofsted inspect and regulate services which care for children and young people, including schools. The revised Ofsted framework includes a strong focus on bullying with inspectors looking at schools' actions to tackle all forms of bullying and harassment, including cyber-bullying and prejudice-based bullying relating to special educational need, sexual orientation, sex, race, religion and belief, gender reassignment or disability.

Schools as public bodies have duties under The Equality Act 2010 to eliminate unlawful discrimination, harassment and victimisation. The Department for Education has recently published advice for schools on the Equality Act 2010.

- The 2004 Children Act which requires Children's Services Authorities to improve the well-being of children in their area through partnership with others, and to safeguard and promote the welfare of children;
- The 2006 Education and Inspections Act which places duties on school governing bodies and head teachers to promote good behaviour and the well-being of pupils, and institute measures to prevent all forms of bullying among pupils; and,
- The Children's Plan: Building brighter futures (2007), which emphasises the importance of tackling bullying in schools and the community

## **Roles and Responsibilities**

### **The role of the Headteacher**

- It is the responsibility of the Headteacher to implement the school anti-bullying policy and procedures and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy.
- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children what is appropriate and what is inappropriate behaviour.
- The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The Headteacher sets a climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- The Headteacher is accessible to all and children are aware of this.
- The Headteacher will record incidents if required in the school's incident book which is held in the office. Major incidents will be recorded separately by the Headteacher.

### **The role of the teacher**

- Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place.
- If teachers become aware of any bullying taking place they deal with the issue immediately. This may involve counselling and support for the target of the bullying, and punishment for the child who has carried out the bullying. They spend time talking to the child who has bullied; they explain why the action of the child was wrong, and endeavour to help the child change his/her behaviour in future. If a child is repeatedly involved in bullying other children, teachers inform the Headteacher and the Headteacher then invites the child's parents into school to discuss the situation. In more extreme cases, for example where these initial discussions have proved ineffective, the Headteacher may contact external support agencies.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.
- It is common practice in our school for teachers to inform the Headteacher of incidents of bullying so she has an overview of the situation across school and can recognise repeated incidents.
- Teachers attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- Teachers attempt to support all children in their classes and to establish a safe climate of trust and respect for all. By praising, recognising and celebrating the success of children and by valuing difference, we aim to prevent incidents of bullying.
- Teachers are aware of and follow the policy and procedures for dealing with bullying.

### **The role of parents**

- Parents who are concerned that their children might be being a target of bullying, or who suspect that their child may be exhibiting behaviour of bullying should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- Parents have a responsibility to monitor their child's use of the internet and mobile phones out of school to actively discourage cyber bullying and to support the school in the internet rules.

### **The role of children**

Children are encouraged to tell an adult when they feel they are in a situation which makes them upset, or they feel unable to cope with. We are a 'telling school' where children are encouraged to tell if they witness bullying.

### **The role of governors**

- The Governing Body supports the Headteacher and the staff in implementing the policy.
- The Governing Body reviews the effectiveness of the policy on a regular basis.

***Review date - Sept 2017***

## **Support Agencies**

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Kidscape**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

02077303300

**Childline** – advice and stories from children who have survived bullying

08000 1111

### **Bullying on line**

[www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** – advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

08088002222

### **Parents Against Bullying**

01928 576152

## **Useful sources of information**

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk).

**Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Chatdanger** - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting [www.chatdanger.com](http://www.chatdanger.com)

**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)



## **GUIDELINES FOR PUPILS**

### **Advice that may be given to children by adults**

#### **There is safety in numbers:**

- ✓ Go around with a friend or two
- ✓ Stay with groups of people even if they are not necessarily your closest friends
- ✓ Get your friends together and say 'no' to the bully
- ✓ Only go to places where bullying happens if you have some friends or an adult with you.

#### **Ask for help:**

- ✓ Talk to a teacher or adult in school, you know they will take it seriously.
- ✓ Talk to an adult you trust
- ✓ Talk to the adult again if the problem continues

#### **Try to do something different:**

- ✓ Try not to show you are upset, which is difficult
- ✓ Walk confidently, even if you don't feel that way on the inside. Practise.
- ✓ Just walk past people if they call you unpleasant names.
- ✓ Practise what you could say to the bully in a mirror.

#### **Look after yourself:**

- ✓ If you are in danger get away. Do not try to keep possessions.
- ✓ Don't fight back; talk to an adult.
- ✓ If you are different in some way be proud of it! It is good to be an individual.
- ✓ Tell yourself you do not deserve to be bullied.

#### **If you witness bullying:**

- ✓ Be a friend – let them know you saw it – you wouldn't like to be bullied, and telling them will make them feel better – remember, there is safety in numbers.
- ✓ Encourage them to talk to someone – offer to go with them.
- ✓ If they won't talk and you are worried about them, is there someone you can talk to? You can help by telling someone.

**MOST IMPORTANT OF ALL  
DON'T SUFFER IN SILENCE  
TALK TO SOMEONE ABOUT THE BULLYING**

## GUIDELINES FOR PARENTS

### What to do if you think your child is being bullied:

- Watch for signs – not wanting to go to school, minor illnesses, headaches, avoiding friends, coming home with bruises, torn clothing or possessions disappearing.
- Listen to what your child says – try to establish that the problem is really bullying and not something else.
- Discuss with your child what they can do.
- Talk to the teacher or another adult in school. Do this for as long as the bullying continues.
- Help your child deal with the problem him/herself. Be tactful. Don't encourage conflict – a 'thump back' approach rarely helps and may only make things worse for your child.
- Try not to be over anxious or over protective. It may sometimes be helpful to talk with the bully's parents, but before you do this talk to the school and take their advice.
- Most children are called names at school. Usually these names are used in a humorous way and are not meant to cause offence. If your child is upset by the names used then let the school know. It may not be bullying but will need to be addressed.
- If a name is used that refers to your child's physical appearance/characteristics, then let your child know that you love him/her for what they are – their characteristics make them individual. Let the school know so that they can deal with it.
- It is important that you support your child and the school. Sometimes fallouts and name calling are just that, but if they escalate they can become bullying. Always talk to the teachers.

## **GUIDELINES FOR TEACHERS and OTHER STAFF**

- ❖ Watch for early signs of distress in pupils – deterioration of work, spurious illness, isolation, the desire to remain with adults, often being late for school, low self esteem, bruises and cuts, avoidance of school. All of these may be symptomatic of other problems, but may also be early signs of bullying.
- ❖ Be available and willing to listen – treat the information seriously.
- ❖ Speak to the class teacher or headteacher – refer to the ‘steps’ in the main policy – put the procedures into operation.
- ❖ Avoid the ‘bullying model’ – do not treat the bully unfairly – try to negotiate an agreed form of atonement that is acceptable to both the victim and the bully.
- ❖ All observed incidents of bullying must be stopped immediately. They must then be dealt with either immediately or at a later, more appropriate/convenient time.
- ❖ Help the child who is bullying to become aware that his/her actions are considered to be bullying and that these are hurtful to the victim and must stop.
- ❖ Break up groups of children who bully by not allowing them to play, sit, eat together.
- ❖ Bullying is always wrong – a victim of bullying must not be made to feel guilty because he/she is bullied.
- ❖ If bullying is happening on the way home, inform the parents of this.
- ❖ Use peer pressure against bullying behaviour – ensure that all children understand what bullying is and that it is unacceptable.
- ❖ Help children to think about strategies to use.
- ❖ Ensure that pupils know what to do if they are bullied.
- ❖ Ensure that all pupils know that bullying of any kind is not tolerated at school. Everyone is expected to ensure that it does not happen and has the responsibility to tell – this is not telling tales.
- ❖ Always follow the procedures of the policy – if you have any concerns speak to the headteacher.