

KIRKBY MALZEARD CE PRIMARY SCHOOL

Policy Title: Anti -Bullying Policy

Contact Person: Mrs. A.M.Peacock / Mrs R. Wolfe

Statutory/ National requirements

"The policy determined by the head teacher must include measures to be taken with a view to encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils"; (Education and Inspections Act 2006)

Rationale:

At Kirkby Malzeard Church of England Primary School we are a caring community and our values are embodied in our 'mission statement'. The primary aim of this policy is to support the way in which all members of our community can live, work and play together in harmony. It is our utmost priority to provide an environment in which every member of the school community is valued and respects the rights and feelings of others. Everybody must have an equal opportunity to develop academically, personally, socially, physically and culturally. *This policy links very closely to our 'Behaviour Policy and should be read in conjunction with it.*

Principles:

We believe that:

- Bullying behaviour is unacceptable in any form
- All children have the right to an education free from fear, harassment or degradation
- Bullying behaviour is a problem not only for the bully and the victim but also the school and wider community
- All incidents of bullying should be dealt with promptly and effectively
- Best outcomes follow when the school can work with parents to address concerns about bullying behaviour and victimisation

The school ethos supports our anti-bullying policy and builds upon our Christian Values.

Confident & happy learners

All pupils successful

Responsible citizens

Equipped with skills for life.

What is bullying?

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.' Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.'

All members of staff are aware of and follow our policy on physical restraint. They have received training in Restrictive Physical Intervention but would only intervene physically to prevent injury to a child or to prevent a child from hurting themselves.

Cyber-bullying

Kirkby Malzeard School is committed to teaching children the knowledge and skills to be able to use ICT effectively, safely and responsibly. We aim to ensure that pupils, staff and parents understand what cyber-bullying is and how it can be combated. We also aim to ensure that practices and procedures are agreed to prevent incidences of cyber-bullying and that any incidences of cyber-bullying are reported and dealt with effectively and quickly.

Cyber-bullying is the use of ICT (usually a mobile phone or the internet) to abuse another person. It can take place anywhere and involve many people. Anybody can be targeted including pupils and school staff. It can include threats, intimidation, harassment, cyber-stalking, vilification, defamation, exclusion, peer rejection, impersonation, and unauthorized publication of private information or images.

We seek to prevent Cyber-bullying by making pupils, parents and governors aware of the issues surrounding cyber-bullying. We hold information evenings for parents and pupils are kept informed through discussions in PHSE lessons, anti-bullying week and assemblies. The local 'police community support officer' also comes into school to talk to our Key Stage two children. Older children also attend a Crucial Crew day where they are made aware of cyber-bullying scenarios through role play. Pupils and parents are urged to report all incidents of cyber-bullying to the school. Staff CPD will assist in learning about current technologies. All members of the school staff, coaches and volunteers are expected to sign an Acceptable Use of ICT contract.

In school we are supported by the local authority who operates a fire wall security system to protect children from accessing suspicious sites. The police will be contacted in cases of actual or suspected illegal content on ICT devices. **Parents can also find more information from DFE Publication: Advice for parents and carers on cyberbullying. November 2014**

Bullying can be:

Direct

- Physical- Kicking, hitting etc
- Verbal- name calling, taunting etc
- Non verbal- face pulling, gestures etc
- Emotional - excluding, tormenting, putting people down etc

Indirect

- Cyber bullying e.g. mobile phones, instant messaging, social network sites etc

Bullying can also focus on different social identities:

- Race, religion and culture
- Sexual orientation and gender
- Disability and special needs

Bullying can also:

- Take place outside of school hours
- Be between children/ children and adults/ adults

Kirkby Malzeard school takes all forms of bullying seriously. Through our 'Open Door' policy and good communications with parents/ carers we encourage parents to share concerns with us immediately to enable us to investigate issues and resolve them as soon as possible.

Roles & Responsibilities:

The role of the Staff:

- All staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded and monitored.
- All staff have a 'duty of care' to children and young people and must at all times provide proper supervision of the pupils in their care.
- All staff must ensure that they understand what bullying is and its effects on those involved:
- To understand what would constitute bullying behaviour in their relationships with children and young people and with other adults
- To take all concerns of bullying seriously, investigate, and act in accordance with the school's anti-bullying procedures
- To work in partnership with parents/carers and families.

The role of the leadership team & governing body:

- To work together to develop and put the anti-bullying policy into practice.
- To take a key role in monitoring the policy and practice within school.
- To review any incidents of bullying behaviour.
- To promote positive relationships between home and school and develop a working partnership.

The role of parents:

- To contact the school immediately they know or suspect that their child is being bullied, even if their child has asked for "secrecy", and work in partnership with the school to bring an end to the bullying.
- To contact the school if they know or suspect that their child is bullying another pupil.
- Share with the school any concerns they have that bullying is taking place even when it does not directly involve their child.

The role of children:

- Not to bully anyone, or encourage and support bullying by others
- To tell an adult if they are being bullied
- Act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied

Prevention of bullying:

Kirkby Malzeard School has a pro-active attitude to anti-bullying. All staff have a responsibility for dealing with this problem and in ensuring that pupils are well supervised in the classroom and the playground. Children have their awareness of the issue raised and

addressed in a variety of ways; through assemblies, the PSHE curriculum, circle time, the SEAL programme etc which inform them of the school's expectations and about the unacceptability of bullying and what to do if they experience or are aware of bullying by others. Through our ethos of 'CARE' we develop positive relationships. We are involved with the national 'Anti-bullying week' each autumn and we use this as an opportunity to increase the awareness of the anti-bullying ethos throughout our school.

At an individual level children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered support and guidance through a range of strategies. We will also work to manage the behaviour of the child displaying bullying behaviour.

At Kirkby Malzeard we recognise that there are particular times when children may be more vulnerable to bullying - particularly lunch and break times - and arrangements are in place to ensure that at such times there is adequate supervision available to reduce the risk of bullying incidents.

Intervention and protection:

We are realistic in our expectations of the children in our care and talk to them about the importance of their actions and behaviour. They know to turn to an adult if they need help and support. If a child has been hurt or upset they will be comforted and reassured. The relevant adult will investigate and if the other child's behaviour is not acceptable it will be dealt with. Any child who has demonstrated bullying type behaviour will be encouraged to realise that their behaviour is wrong and will not be tolerated. The child is still a valued member of the school community and restoration will be encouraged.

All bullying assessed at *low* level will be handled quickly and sensitively as above.

Where it is felt that the incident(s) is more serious, at a *medium* level, the school will engage in additional interventions e.g. Silver SEAL, SENCO involvement, circle time, additional levels of adult supervision etc. School consequences may also be applied

If bullying incidents became embedded and *high* level the school would seek external support e.g. the involvement of Primary Enhanced Mainstream School. We would draw up an IEP (Individual Education Plan) and undertake 1:1 or specific group work within school. In such cases the school would also consider initiating the CAF (Common Assessment Framework) process.

Post incident responses:

Kirkby Malzeard will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated. We will offer a proactive, sympathetic and supportive response to children who are victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:-

For the victim: - protection, sympathy/empathy/counselling and advice on how to avoid future incidents, mediation (where appropriate) and support.

For the perpetrator: - reinforcement that bullying behaviour is unacceptable, proportionate use of fairly & consistently applied sanctions, advice and instruction on how to improve better; reinforcement and support for improved behaviour.

Monitoring: - recording and reporting incidents of bullying and gathering perceptions of bullying

- We have an incident reporting book where medium and high level incidents are recorded and shared in the whole school staff meeting.
- We have a reporting system for monitoring meetings and follow-up with parents/carers.
- Any school incidents are reported to the full governing body each term to enable analysis of any significant patterns and trends.
- The school forwards any records of racist incidents to the local authority on a termly basis.
- Each year the school conducts parent and child perception surveys and the results are shared with families.
- We also complete the ECM Health Related Behaviour questionnaire which provides details of children's perceptions of bullying and how well the school deals with this.

Working with Parents-

We as a school believe that education is a working partnership with parents and we would always aim to resolve any bullying issues within this partnership. We encourage parents to talk with their children about all their experiences in school. The school takes seriously all expressions of concern from parents/carers and welcomes dialogue at the earliest opportunity via its "open door" policy where parents may come into school if they wish to make an appointment to see a teacher.

The school adheres to Local Authority procedures for complaints if unfortunately this becomes necessary.

Evaluating the Anti-bullying Policy

The school has an identified governor responsible for monitoring policy into practice.

This involves:

- monitoring incidents of bullying
- discussions with children, parents/carers and staff
- evaluating the effectiveness of universal provision and targeted interventions
- refreshing and updating the policy if necessary

Links to other policies:- Child Protection, Behaviour, Restrictive Physical Intervention, PSHE, Safeguarding, Complaints.

Who will be responsible for monitoring? Head Teacher & Governing Body.

Updated May/June 2017

Adopted by the FGB July 2017:

Chair of Governors Headteacher

