

Kilby St Mary's CofE (Aided) Primary School

Anti-Bullying Policy

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Introduction

We are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should feel safe to tell and know that incidents will be dealt with promptly and effectively.

Aims of the policy

To agree that:

- A set of procedures are in place to ensure a consistent approach to dealing with bullying if and when it occurs;
- All governors, teaching and non-teaching staff will know what the school's policy is on bullying, and follow it when bullying is reported;
- All pupils and parents will know what the school policy is on bullying, and what they should do if bullying arises;
- Bullying is wrong and damages individual children. As a school we take bullying seriously. Pupils and parents should be assured that they will be supported if bullying is reported.

- All members of the school community will support all children through encouraging them to develop positive social skills and attitudes by learning how to relate to and respect each other.

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. The three main types of bullying are:

- Physical - hitting, kicking, theft;
- Verbal - name calling, taunts, threats, racist remarks;
- Indirect - spreading rumours, excluding someone from social groups;
- Cyber-bullying - bullying by email, over the phone and by text message or by using digital cameras and camera phones to intrude on the privacy of others.

As a school, we agree that bullying is persistent exposure to physical, psychological, social or verbal attack. This is measured by the effects, or perceived effects that the acts have on the individual(s).

Strategies to help prevent the occurrence of bullying behaviour

We strive to demonstrate and promote tolerance, understanding, respect and acceptance of difference.

This is developed through:

- All members of the school community being aware of and following the school behaviour policy;
- PSHE/SEAL and Circle Time activities where all children are given opportunities to develop social and emotional skills in order to make judgements about their behaviour and its effects on others;
- Stories, drama, role play and discussions in all curriculum areas where children are offered further opportunities to reinforce and promote positive behaviours and empathy skills;
- Awareness of issues being raised and discussed through assemblies and participation in events such as 'Friendship week';
- Staff being committed to always listen to and encourage children to be open about their feelings;

- Children being given opportunities to discuss concerns and strategies through the School Council.

Procedures for all staff

When bullying is evident or reported:

- Staff will intervene when bullying is reported.
- Staff will investigate - listen to all parties and witnesses.
- The incident will be recorded.
- The child being bullied will be made aware that the incident will be dealt with.
- A suitable sanction will be implemented for the child doing the bullying in order to modify or change the behaviour.
- Parents or the child/children doing the bullying will be asked to attend a meeting to discuss their child's behaviour.
- The parents of the child being bullied will be informed and invited to meet with an appropriate member of staff.
- Staff will monitor the behaviour of both 'victim' and 'bully'.

Possible sanctions (for repeated incidents of bullying)

- Immediate parental involvement.
- Removal of the bully from the playground or classroom. Time out in another class or with a senior member of staff.
- Exclusion from playtime or lunchtime. The child either kept in by class teacher, senior member of staff or head teacher.
- Parents asked to take the child home at lunchtime.
- As a final resort, formal exclusion process instigated.

Support

Victims will be:

- Listened to
- Given support
- Helped to develop strategies to prevent re-occurrence (without the use of physical retaliation)

The following steps will be taken when dealing with incidents:

If 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 senior member of staff. The head teacher or senior member of staff will interview the children concerned and will report the outcome to the class teacher/teachers of those children. Other staff will be alerted to watch out for further occurrence.

The first priority will be to support the victim. The victim will be reassured and offered further support and efforts will be made to restore confidence and self esteem.

Where appropriate the head teacher or senior member of staff will inform the parents.

Sanctions will be applied to those children who are bullying, as appropriate.

This may be:

- Removal of privileges;
- Removal from the playground for a period of time in order that the victim may play safely in the knowledge that the bully is present.

Other sanctions may be used as appropriate in discussion with those concerned.

The child/children who have bullied will be helped to understand the impact of their actions on the victim, what happened and why it happened. They will be helped to understand that what they have done is wrong and that they need to change their behaviour. Parents will be asked to help to change the attitude of the bully.

The role of Parents/Carers

Parents who are concerned that their child might be bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the head teacher or senior member of staff.

Parents have a responsibility to support the schools behaviour and anti-bullying policy.

Monitoring and review

The school and governing body will review this policy annually and assess its implementation and effectiveness. All members of the school community have a duty to ensure that children are protected at all times.