



KINGSHILL CHURCH SCHOOL

ANTI- BULLYING POLICY

Rationale

Bullying is not an inevitable part of school life. It is a willful and conscious desire on the part of one individual to hurt another or put him/her under stress. It is essential that issues of bullying are discussed and debated and children can feel part of a safe and supportive environment.

Definition

Bullying is defined as **deliberately** hurtful behaviour, **repeated over a period of time**. The phrase used in school is **Several Times On Purpose (STOP)**

The main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber bullying (see e-safety policy)

Pupils who are bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, reluctance to participate eg in playtimes or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

School's teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory Duty of Schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and bring these procedures to the attention of staff, parents and pupils.

Objectives

- To provide an environment in which pupils feel safe and secure.
- To promote discussion of difficulties both specific and general.
- To monitor and record incidents of bullying in order to detect possible patterns of behaviour.
- To sanction unacceptable behaviour.
- To ensure that everyone is treated with respect as an individual irrespective of race, religion, creed, abilities, gender or sexual orientation.

Implementation

The following steps will be taken by the school when dealing with incidents:

- If bullying is reported or suspected, 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 Headteacher

- Depending on the severity of the incident, the teaching staff or the Headteacher will interview all concerned and record the incident
- The Headteacher/Class teachers will be kept informed
- Parents (of victim and perpetrator) will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned
- Detailed written records of incidents will be kept on file

Pupils

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- Reassurance from the staff
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the change in behaviour that will take place
- Ensuring understanding regarding why the behaviour constitutes bullying
- Engaging the parents/carers to help change the attitude of the pupil

The following disciplinary steps can be taken in accordance with our behaviour policy

- Official warnings to cease offending
- Exclusion from certain areas of the school premises
- Exclusion from lessons, playtimes and lunch breaks
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

Except for **very** minor cases where it is not clear whether or not the behaviour constitutes bullying, parents/carers will be informed.

Fostering an anti-bullying culture

In order to raise awareness of the nature of bullying and to eradicate such behaviour the school will:

- Involve pupils in defining behavioural expectations and what bullying is at the beginning of the academic year.
- Include work on specific and imaginary incidents in 'Circle time' and PSHE lessons.
- Run Anti-bullying week in November
- Include stories concerning bullying in the assembly programme.
- Encourage that it is right to 'tell' and that bullying is wrong.
- Inform parents of the school policy and reassure them that concerns reported will be handled with sensitivity, due haste and discretion.
- Expect adults working in the school to provide a positive role model of fair and unthreatening behaviour both in their interactions with children and other adults.
- ICT lessons include aspects of cyber bullying

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.