



Kenningtons Primary Academy

Anti-Bullying Policy

May 2018

Approved	<i>Sarah Seep</i> / Chair of Governor
Date of Approval	<i>10 May 2018</i>
Review Duration	<i>3 Years</i>
Date of Policy Renewal	<i>May 2021</i>

Kenningtons Primary Academy

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Introduction

At Kenningtons Primary Academy we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect and pupils who bully others need to learn different ways of behaving.

At Kenningtons Primary Academy, we acknowledge that bullying does happen from time to time – it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 2004 and The SEN and Disability Act 2001.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies PHSE [Personal, Health & Social Education] lessons, circle time etc. will be used throughout the school to reduce the opportunities for bullying

to occur.

- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being

Implementation

- **Definition: Bullying is the repetitive, intentional hurting of one person or a group by another person or group, where the relationship involves an imbalance of power.**
- **It can happen face to face or online.**
- **There are four key elements to this definition**
 - **Hurtful**
 - **Repetitive**
 - **Power Imbalance**
 - **Intentional**
- **REMEMBER S.T.O.P. (it happens Several Times On Purpose).**

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting e.g. hiding books, threatening gestures, ridicule, humiliation
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual - unwanted physical contact or sexually abusive or sexist comments
- Homophobic - because of/or focussing on the issue of sexuality
- Online/cyber - setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere, in the classroom, in the corridor, in the toilets, in the dining hall, in the playground or online. Bullying may also happen on the way to and from

school. In such cases, the Headteacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Kenningtons Primary Academy, we are concerned with our children's conduct and

welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Youth Police
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises.

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

What can you do if you are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

Strategies for children are listed below:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative

- If you are scared, ask a friend to go with you when you tell someone
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?)
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.

**What can you do if you see someone else being bullied?
(The role of the bystander)**

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children have discussed this question in class and some of the strategies they suggested are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do
- Call a helpline for some advice
- Use the Oasis Room

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Kenningtons Primary Academy. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach which will move children on from them having to justify their behaviour.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully (bullies) may be asked to genuinely apologise. Other consequences

may take place and appropriate sanctions applied (see next section).

10. If possible, the pupils will be reconciled.

11. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.

12. Incidents of bullying will be recorded by staff on the standard Report Sheet. All reports will be kept in a file in the Academy Manager office.

13. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

14. Parents will be informed and will be welcome and may be invited to come into school for a meeting to discuss the problem.

15. Bullying incidents will be discussed regularly at staff meetings.

16. Incidents of bullying will be reported to the Education Welfare Officer by the Headteacher.

17. If necessary and appropriate, the Child Protection Officer in school, Social Services or police will be consulted.

Sanctions

Sanctions will be implemented in accordance with the Behaviour Policy.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These can include:

- Awareness raising through regular anti-bullying assemblies
- PHSE (Personal, Health and Social Education) scheme of work from Reception to Year 6 used to support this policy
- Circle time on bullying issues
- Setting up of a circle of friends support network where a small group of children volunteer to help and support an individual experiencing difficulties
- Children writing stories and poems and drawing pictures about bullying
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Introducing playground improvements and initiatives
- Playground Buddies
- Using praise and rewards to reinforce good behaviour
- Encouraging the whole school community to model appropriate behaviour towards one another
- Anti-bullying training for all staff
- Socially speaking
- Team building
- Time to talk
- Lego therapy

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated.

Questionnaires completed by the whole school community, together with surveys,

focus groups, children's comments posted in the 'Worry' box and bullying incident forms will be used to gauge the effectiveness of the policy.

Signed on behalf of the Governing Body: *Sarah Seay* (CHAIR OF GOVERNORS)

Date adopted: 10/05/18

Date for review: MAY 2021

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of organisation	Telephone number and/or website
Act Against Bullying	0845 230 2560 www.actagainstbullying.com
Advisory Centre for Education (ACE)	0207 704 3370 www.ace-ed.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901 www.antibullyingalliance.org.uk
Anti-bullying Network	0131 651 6103 www.antibullying.net
Beatbullying	0845 338 5060 www.beatbullying.org.uk
Bully Free Zone	01204 454 958 www.bullyfreezone.co.uk
Bullying Online	020 7378 1446 www.bullying.co.uk
Childline	0800 1111 (helpline for children) www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number) 08451 205 204(helpline for adults only) www.kidscape.org.uk
Northamptonshire LEA website devoted to anti-bullying	0116 284 5100 www.beyondbullying.com
NSPCC	0207 825 2500 www.nspcc.org.uk
Parentline Plus	0808 800 2222 www.parentlineplus.org.uk
The Children's Legal Centre	0800 783 2187 www.childrenslegalcentre.com
The Office of the Children's Commissioner	0844 800 9113 www.childrenscommissioner.org.uk

Kenningtons Primary School Exclusion Policy, to be used in conjunction with the Antibullying Policy

Only the headteacher (or the acting headteacher) has the power to exclude a pupil from school. The headteacher may exclude a pupil for one or more fixed periods, for up to 45 days in any one school year. The headteacher may also exclude a pupil permanently. It is also possible for the headteacher to convert a fixed-term exclusion into a permanent exclusion, if the circumstances warrant this.

If the headteacher excludes a pupil, s/he informs the parents immediately, giving reasons for the exclusion. At the same time, the headteacher makes it clear to the parents that they can, if they wish, appeal against the decision to the governing body. The school informs the parents how to make any such appeal.

The headteacher informs the LA and the governing body about any permanent exclusion, and about any fixed-term exclusions beyond five days in any one term.

The governing body itself cannot either exclude a pupil or extend the exclusion period made by the headteacher.

The governing body has a discipline committee which is made up of between three and five members. This committee considers any exclusion appeals on behalf of the governors.

When an appeals panel meets to consider an exclusion, they consider the circumstances in which the pupil was excluded, consider any representation by parents and the LA, and consider whether the pupil should be reinstated.

If the governors' appeals panel decides that a pupil should be reinstated, the headteacher must comply with this ruling.

