

ANTI-BULLYING POLICY



Adopted: Autumn term 2016

Next review due: Autumn term 2017

Please note that in this document “school” means any school within the Kite Primary Federation.

Introduction

At The Kite Primary Federation we aim to provide a safe, caring and friendly climate for learning for all our pupils, to allow them to improve their life chances and help them maximise their potential.

We would expect pupils to act safely and feel safe in school, ensuring that they understand the issues relating to bullying and that they feel confident to seek support from school should they feel unsafe.

We would also want parents to feel confident that their children are safe and cared for in school and incidents when they do arise are dealt with promptly and well.

The school is aware of its legal obligations and role within the local community supporting parents and working with other agencies outside the school where appropriate.

Policy Development

Moving forward the community will continue to be involved both in the implementation of this policy and its review, in the following ways:

- **Pupils** will contribute to the development of the policy through class discussions, PSHE, etc.
- **Parents** will be encouraged to contribute by viewing the policy on the website and contacting us with their views.

This policy is available on our website and in the office. A copy is given to every Parent or Carer when their child begins their education at our school.

Roles and responsibilities

The Executive Headteacher

Has overall responsibility for ensuring that this policy is implemented. S/He will also liaise with the Governing Body, Parents and Carers, Nottinghamshire County Council and outside agencies as and when required. The Executive Headteacher will also ensure that:

- § Further policy development and review will involve pupils, staff, Governors, Parents and Carers and relevant local agencies.
- § This policy is implemented and its effectiveness in practice is monitored and assessed;
- § Evaluation takes place and that this informs policy review.
- § Bullying incidents are managed effectively.
- § Bullying incidents are reported and recorded in the correct way.
- § Training and support for both staff and Parents or Carers is assessed and co-ordinated where appropriate.
- § Strategies for preventing bullying behaviour are effectively co-ordinated.

The nominated Governors with the responsibility for Anti-bullying is: Mrs C. Cross & Mrs. K Migliore.

Definition of Bullying

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. This can take many forms and is often motivated by prejudice.'

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- § There is a deliberate intention to hurt or humiliate.
- § There is a power imbalance that makes it hard for the victim to defend themselves.
- § It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent - if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:

- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:

- Prejudice crime related bullying of children with special educational needs or disabilities, homophobic and transphobic bullying or related to race, religion or culture.
- Bullying related to appearance or health.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.

There is no hierarchy of bullying - all forms should be taken equally seriously and dealt with appropriately.

Homophobic bullying and using homophobic language

Homophobic language is terms of abuse used towards lesbian, gay and bisexual people or those thought to be LGB. It is also used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or have gay friends, family members or their parents/carers are gay.

Dismissing it as banter is not helpful as even if these terms are not referring to a persons sexuality they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of homophobic language in our school even if it appears to be being used without any homophobic intent. Persistent use of homophobic language or homophobic bullying will be dealt with as with any other form of bullying.

Cyberbullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims. We will ensure that our children are taught safe ways to use the internet (see our e- safety policy) and encourage good online behaviour.

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents and their children who experience online bullying and will treat Cyberbullying the same way as any other forms of bullying.

Where does bullying take place?

Bullying is not confined to the school premises. Advice for school leaders to help with this problem and its affects on children acknowledges that it may also persist outside school, in the local community, on the journey to and from school and may continue into Further Education.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Reporting and responding to bullying

Our school has clear and well publicised system for reporting bullying, for the whole school community (including staff, parents/carers, children and young people), this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders).

Children in school including bystanders should in the first instance speak to their Class Teacher or an adult supervising in school.

Parents or Carers should, in the first instance contact their child's Class Teacher or the Headteacher.

All staff and visitors should contact the Headteacher or the Chair of Governors.

Procedures

All reported incidents will be taken seriously and investigated involving all parties. In the first instance an 'Incident' form should be completed and then handed over to either the Head or Assistant Headteacher. They will then follow the following steps (where appropriate):

- § Interview all parties;
- § Inform parents;
- § Implement appropriate disciplinary sanctions in accordance with the school's Behaviour Policy. These should be graded according to the seriousness of the incident but should send out a message that bullying is unacceptable. Responses may also vary according to the type of bullying and may involve other agencies where appropriate;
- § Keep in touch with the person who reported the situation and Parents or Carers;
- § Provide support for the target and aggressor.
- § Use a range of responses and support appropriate to the situation - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate
- § Liaise with the wider community if the bullying is taking place off the school premises i.e. in the case of cyberbullying or hate crime.
- § Use the CAF process where appropriate to involve other agencies who may be able to support.

Recording bullying and evaluating the policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be stored by the Headteacher. The information stored will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy. This information will be discussed by staff in regular staff meetings and will be presented to the governors as part of the Headteacher's report.

Strategies for preventing bullying

As part of our on-going commitment to the safety and welfare of our pupils we promote positive behaviour and discourage bullying behaviour by:

- § Celebrating good behaviour and achievements using PSHE/Citizenship lessons, assemblies, modelling behaviour and attitudes, and using cross curriculum opportunities.
- § Providing specific curriculum input on areas of concern such as Cyber bullying and Internet Safety.
- § Providing support for Parents and Carers.
- § Providing support for all School Staff.
- § Ensuring that staff training and development is provided for all staff including those involved in lunchtime and before and after school activities.

Links with other policies and why

Policy

Behaviour Policy
Safeguarding Policy
Acceptable use & e-safety policy
Equalities policy

Evaluation

This policy will be reviewed by the Executive Headteacher on an annual basis in the Autumn term and its effectiveness will form part of the Headteacher's report given at FGB meetings.

Useful organisations

Anti-bullying Alliance (ABA) - www.anti-bullying.org

Brings together more than 65 organisations with the aim of reducing bullying and creating safer environments in which children and young people can live, grow, play and learn.

Mencap - www.mencap.org

Mencap is a learning disability charity that provides information and support to children and adults with a learning disability, and to their families and carers.

Educational Action Challenging Homophobia (EACH) - www.eachaction.org.uk

Educational Action Challenging Homophobia (EACH) is a charity and training agency helping people and organisations affected by homophobia. The website gives guidance, contact details and a freephone helpline.

School's Out - www.schools-out.org.uk

Beatbullying - www.beatbullying.org.uk

Beatbullying is the leading bullying prevention charity in the UK and provides anti-bullying resources, information, advice and support for young people, parents and professionals affected by bullying.

Childnet International - www.childnet-int.org

Childnet International - The UK's safer internet centre