



Introduction

This policy sets out how Kelsey Primary School will respond to allegations of Bullying and how the school will work to ensure that there is absolutely no bullying of any form taking place.

Linked Policies

- Safeguarding
- Child protection
- Behaviour
- E-safety

What is bullying?

Bullying is when someone is being hurt on purpose by someone else. It is the same person or people doing it again and again. Bullying makes people feel upset, lonely, pressured, threatened, scared, uncomfortable or confused.

Aims

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying. This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school anti-bullying strategies.

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A parent who is dissatisfied with the way the school has dealt with a bullying incident should follow the guidelines contained in the school complaints policy.

The Role of Adults and Children in School

The role of the headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The head teacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher and support staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

If teachers witness an act of bullying, they will either investigate it themselves or refer it to the headteacher. Teachers and support staff would do all they can to support the child who is being bullied. If a child was being bullied over a period of time, then, after consultation with the headteacher, the teacher would inform the child's parents or carers.

When any bullying has taken place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim, and punishment for the offender. Time is spent talking to the child who has done the bullying, explaining to them why their action was wrong and how they should change their behaviour in future. If a child is repeatedly involved in bullying, we inform the headteacher and the special needs coordinator. We then invite the child's parents or carers into the school to discuss the situation. In more extreme cases, e.g. where these initial discussions have proved ineffective, the headteacher may contact external support agencies, such as the Social Services/ Emotional & Behavioural Support.

Members of staff have the experience and training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

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Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

The role of parents and carers

Parents and carers, who are concerned that their child might be being 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 headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in pupil questionnaires.

Types of bullying

Physical	eg punching, kicking
Cyber	eg text, internet, webcam
Isolation	eg leaving people out, excluding
Verbal	eg name calling, mimicking, making fun of families/belongings
Cultural	eg making fun of different religions/family background
Racist	eg making fun of people because of colour/features
Emotional	eg hurting feelings, tormenting, teasing
Stealing	eg taking money or belongings
Homophobic	eg calling people "gay"
Written	eg note passing, graffiti
Sexual	eg unwanted physical contact, sexually abusive comments

What to do if you are being bullied?

Tell someone. If you don't want to tell someone at school, tell a trusted adult at home who will then let the school know.

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Policy Information:

Date adopted by the governing body: May 2016
Policy Written by: Magnus Smedley (Headteacher)
Policy Review Date: May 2021

Signed:

Chair of governors:

Headteacher:
