



Anti-Bullying Policy

Date of Policy Issue:	December 2015
Review Date:	December 2017
Name of Responsible Manager/Headteacher:	
Signature of Responsible Manager/Headteacher	
Signature of Chair of Governors	
Date:	

Rationale

To set out the school aims and procedures in relation to bullying behaviour.

Purpose

To promote a culture in school to prevent bullying occurring.
 To identify a procedure to manage bullying when it does occur.
 To protect victims of bullying.

Definition

Bullying is the wilful, conscious desire to hurt, threaten, frighten or intimidate someone repeatedly. It can be physical e.g. kicking, interfering with property, verbal e.g. name calling, mental e.g. isolating an individual child, indirect e.g. spreading unkind stories about a child, or cyber e.g. using internet, email, mobile phones.

Guidelines

1. The central aim of our Behaviour and Discipline Policy is that only good behaviour will be encouraged.
2. At Kings Worthy Primary School staff, parents and children do their best to work together to create a climate where bullying does not occur. We aim to do this by:
 - a) **PREVENTION** – Building a co-operative culture with a strong sense of community:
 - Self-esteem for all is actively enhanced
 - Anger is managed effectively
 - Listening and appropriate social interaction skills are developed
 - Promoting good role models as a positive force for good behaviour. (See also our P.S.H.E. Policy).
 - Discouraging children from being bystanders.
 - Bullying is discussed in lessons as part of the P.S.H.E. curriculum, encouraging the wider community i.e. Police, voluntary organisations, to come and talk to children.

- Bullying is addressed through the School Council, peer mentors and through teaching about online safety.
- There is an identified member of staff who is responsible for anti-bullying work.(PSHE Coordinator)
- Anti-bullying policies are included in Staff and Governor Handbooks and induction
- Listening to children and acting on what they say

b) **PROTECTION** – Creating clearly understood and agreed systems:

- Taking complaints of bullying very seriously and never ‘turning a blind eye’, always listening, responding by following the agreed procedure.
- Regularly reviewing and agreeing the management and supervision of playground and other school systems to promote good behaviour.
- Removing the possibility of secrecy through fair and open discussion.
- Ensuring children know who they can talk to if they are being bullied.
- Giving children, parents/carers opportunities to report bullying i.e. anonymous box, email, open door approach
- Raise awareness of anti-bullying policy strategies on school website, parent mail, newsletters

3. In the exceptional circumstances of very bad behaviour or bullying, the following procedure will be used when a child, or a child’s friend or an adult (including a parent) reports to a member of staff any bullying:

- The person to whom the report was made investigates the report and tells the class teacher. Together, they decide whether or not to refer the incident to the Senior Leadership Team.
Considerations: Who is involved, frequency, what has happened.
- The children involved and their parents will be quickly assured that if bullying has occurred it will not be tolerated, that those hurt will be cared for and those causing hurt will be expected to make amends. Parents will be kept informed of actions taken by the school to deal with bullying concerns.
- If the incident is referred to the Senior Leadership Team, more information will be gathered.
Considerations: how extensive is the problem, children involved, where/when is it happening. Children, staff and parents will be consulted separately.

4. Child makes amends. Sanctions are applied e.g. remove privileges, such as clubs, school visits, remove free time e.g. play/lunchtime; child would write a letter of apology (age dependant); child carries out task useful to the school. Sanctions can ultimately lead to suspension and exclusion.
5. Investigate the reason for the behaviour. Try to remedy through all parties working with an ELSA and the Personal Social Health Education programme of work as necessary. (In the case of bullying, refer to the DfEE pack “Bullying, don’t suffer in silence” available from the H.T. and PSHE Resources available from PSHE Subject Manager).
6. Clear, accurate written notes taken during the process will be filed in the children’s file and reported to the local authority.
7. Maintenance of good behaviour and discipline is the responsibility of all staff. Staff will support each other in encouraging good behaviour in all pupils, not just those for whom they have a specific class responsibility.
8. Parents will be alerted to the existence of this policy through the school brochure. They will be encouraged to share and support the schools values in our Code of Conduct. The policy will be available to anyone, on request.

9. The Headteacher will alert parents and the Chair of Governors where a particular child's behaviour is a cause for concern. It is expected that instances of bullying and extremely bad behaviour will be very rare and the incidence will be carefully monitored and evaluated over time.

Cyberbullying

At Kings Worthy Primary School, 'Cyberbullying' is understood to be an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself. This can include text message bullying, picture/video clip bullying, phone call bullying, email bullying, chat room bullying and bullying via websites. Incidences of Cyberbullying will be considered no different from other forms of bullying and managed using the guidelines above.

Conclusion

Through this policy, bullying will be minimised. In the exceptional circumstances where it does occur, the victim will be protected and a clear procedure will be followed consistently.