

## Kings' Forest Primary School

### ANTI BULLYING POLICY

All children will play rough games in school playgrounds. To a certain extent this is a fact of a youngster's life in school.

However, there must be a definite distinction between 'play' and bullying although it is a very fine line between the two things and at times the differences are difficult to detect. This policy states how we aim to prevent and deal with incidents of bullying.

#### **What is Bullying?**

We believe that bullying can be defined as:

*'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.'*

#### **At Kings' Forest Primary School we believe that:**

- Bullying is undesirable and unacceptable
- Bullying is a problem to which solutions can be found
- Seeking help and openness are regarded as signs of strength not weakness
- All members of our community will be listened to and taken seriously
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear
- All of us have a responsibility to ensure that we do not abuse or bully others
- Children should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously
- Children should be involved in decision-making about matters that concern them
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse
- We tackle bullying best by encouraging an environment where individuality is celebrated and individuals can develop without fear.

## **The aim of our anti-bullying policy**

- To assist in creating an ethos in which attending Kings' Forest Primary School is a positive experience for all members of our community
- To make it clear that all forms of bullying are unacceptable.
  - To enable everyone to feel safe while at Kings' Forest Primary School and encourage pupils to report incidents of bullying
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying
- To support and protect victims of bullying and ensure they are listened to
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change
- To liaise with parents and other appropriate members of our community
- To ensure all members of our community feel responsible for helping to reduce bullying

## **At Kings' Forest we aim to cover the following objectives:**

- Our whole school community know of and understands our anti-bullying policy
- To maintain and develop effective listening systems for children within our school
- To involve all staff in dealing with incidents of bullying effectively and promptly
- To equip all staff with the skills and information necessary to deal with incidents of bullying
- To involve the whole school community (e.g. lunchtime supervisors, volunteers) in dealing effectively with, and if necessary referring, bullying incidents
- To communicate with parents effectively on the subject of bullying
- To acknowledge the key role of every staff member in dealing with incidents of bullying
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations
- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations

## **What we do to prevent bullying**

Everyone involved in the life of the school/setting must take responsibility for promoting a common anti-bullying approach. In order to achieve this we believe we should:

- be supportive of each other
- provide positive role models
- convey a clear understanding that we disapprove of unacceptable behaviour
- be clear that we all follow the golden rules of Kings' Forest
- to fully support our anti-bullying practice
- support each other in the implementation of this policy
- Each class has their own set of class rules and the golden rules apply across the whole school. The aims and vision of the school are clearly stated on the school web-site and around the school.

All the members of the school/setting community are expected to report incidents of bullying.

All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children

Staff have agreed to:

- Provide children with a framework of behaviour including rules which support the whole school policy
- Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying through the curriculum including activities, stories, role-play, discussion, peer support, school/children's council, etc.
- Through the head teacher/senior leadership team, keep the governing body well informed regarding issues concerning behaviour management
- Provide a key staff member who is responsible for the monitoring of the policy

The Governing board have a duty to:

- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to lead on anti-bullying within school leadership

Through the development and implementation of this policy, Kings' Forest Primary School trusts that all children, young people, parents/carers and staff will:

- Feel confident that everything is being done to make our school a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place

## **Reacting to a specific incident**

### **Recording**

A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

The school retains the right to reprimand incidents of behaviour and low-level bullying without contacting parents. Should the incident escalate/ be repeated parents will be contacted directly.

### **Dealing with an Incident**

Whenever a bullying incident is discovered, we will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

**1** Our pupils needs to be made aware that when a bullying incident has come to the attention of adults in the school/setting, it has been taken seriously and action has resulted

At Kings' Forest we aim to support all involved by:

- o Talking the incident through with all parties involved
- o Supporting the person who has been bullied to express their feelings
- o Supporting the person displaying the bullying behaviour to express their feelings
- o Discussing which rules(s) have been broken
- o Discussing strategies for making amends

**2** Measures will be in line with the school's/setting's behaviour and discipline policy, and may include:

- o Explanation why the inappropriate behaviour is unacceptable
- o Reparation of damaged relationships
- o Time away from an activity
- o Meeting with staff, parent and child
- o Missing another activity
- o Formal letter home from the senior staff member/head teacher expressing concerns
- o Time out from the classroom (internal exclusion)
- o Pastoral support plan
- o Fixed term exclusion
- o Permanent exclusion

**3** Safeguarding procedures will be followed when child protection concerns arise.

Policy written 12 October 2011

Due to be reviewed October 2013