**ANTI-BULLYING POLICY**

| **Approved and adopted by School** | January 2017 |
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| **Updated** |  |
| **Responsible Person** | Headteacher |
| **Responsible Committee**  |  |
| **Next Review**  | September 2017 |

**Statement of Intent:**

At Kingsham Primary School we believe that:

* Every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour
* All bullying is 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
* All of us have a responsibility to ensure that we do not bully others and work together to eliminate bullying

**What do we mean by bullying?**

Kingsham’s understanding of bullying reflects the Anti-Bullying Alliance key principles that bullying is deliberate and repetitive and is as follows:

**Bullying is saying or doing something horrible to someone else, usually more than once, where the person or people doing the bullying know that their actions are upsetting. The person being bullied is made to feel helpless, unhappy and/or unsafe.’**

Examples of actions which may amount to bullying are:

* Physical – hitting, kicking, pushing, pinching, any form of violence
* Verbal – name-calling, sarcasm, spreading rumours, persistent teasing
* Emotional – tormenting, threatening, ridicule, humiliation, left out from groups or activities, ignoring, harassment

We recognise that the nature of the bullying may be face to face or indirect or use a range of cyber-bullying methods.

How much / often?

* A one-off incident could still be bullying
* A ‘minor’ incident that is repeated is bullying

Why has it happened?

In dealing with behaviour and bullying our school community needs to work together to understand the difference for example, between rough play, a genuine accident, an angry remark and bullying. The table below is helpful in determining the difference between relational conflict and bullying.

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| **Bullying** | **Relational Conflict** |
| Repeated, hurtful behaviour | Happens occasionally |
| Deliberate or intentional behaviour that causes physical or emotional harm | Accidental or unintentional impact |
| Imbalance of power | Equal power |
| No remorse | Remorseful |
| No effort to solve the problem | Effort to solve the problem |

Who is involved?

Bullying may be towards children or adults within our school community.

**Aims**

* To contribute towards creating a positive, respectful and supportive school ethos
* To enable everyone to feel safe at Kingsham Primary School and to encourage pupils to report incidents of bullying
* To make it clear that all forms of bullying are unacceptable
* To deal with each incident of bullying as effectively as possible, ultimately reducing the incidents of bullying
* To support and protect victims of bullying and ensure they are listened to
* To help pupils displaying bullying behaviour to change their attitudes and understand why it needs to change
* To liaise with parents and other members of the school community
* To ensure all members of our school community have a shared understanding and responsibility to reduce bullying
* To ensure that all staff feel confident dealing with bullying and have the skills to teach about diversity and the effects of bullying through regular and appropriate training.

**Objectives**

* To ensure our whole school community has a shared responsibility towards our anti-bullying policy
* To promote emotional health and wellbeing of children and adults at Kingsham Primary School and for all the members of our school community to be role model
* To maintain and develop effective listening systems for children
* 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 involve all staff in dealing with incidents of bullying effectively and promptly and to equip them with skills to do so
* To communicate effectively with parents about bullying
* To ensure all staff consistently and firmly challenge inappropriate interactions including prejudice-based and aggressive language.
* To ensure all staff model inclusive and non-derogatory language.

**Practice and Procedures**

1. **What we do to prevent bullying**

We:

* Deliver a curriculum which raises the awareness of bullying and teaches pupils about all aspects of individual difference and diversity (lessons, stories, circle time and assemblies) using PSHE and other resources (responsibility of the PSHE leader).
* Regularly address and teach E-Safety
* Annually mark anti-bullying week
* Annually review our anti-bullying policy (as part of anti-bullying week where possible)
* Develop a shared understanding of bullying and how to deal with it effectively in our school community by promoting a common anti-bullying approach
* Promote an ethos of ‘It’s good to tell’
* Use pupil leadership roles and School Council
* Undertake an annual audit of bullying including a pupil and parent survey and analyse it to inform school improvement planning, practice and policy
* Communicate about and update on any incidences of bullying at weekly SLT, staff meetings and staff briefings
* Work with outside agencies
* Run various pastoral programmes for selected pupils
* Present at least annually, an analysis of bullying and any actions taken to the Curriculum and Standards governors committee and to all governors through the Headteacher’s report to governors.
1. **Dealing with incidents of bullying**

It is the responsibility of all staff to follow the routine of, ‘**Listen, believe, act**,’ whenever it is thought bullying might have occurred. When a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the bullying.

1. The school will support all involved by;
* talking the incident through with all parties involved
* supporting the person who has been bullied to express their feelings
* supporting the person displaying the bullying behaviour in recognising why and how their behaviour needs to change
* discussing which of our Golden Rules have been broken
* discussing and agreeing strategies for making amends or dealing with any further incidents
1. Sanctions will be given in line with our behaviour policy but other actions may include;
* Missing another activity
* Time out from the classroom
* Meeting, phone call or letter to parents
* Any other sanction deemed appropriate
* Pastoral Support Plan or Individual Behaviour Plan
* Fixed term or permanent exclusion
1. Safeguarding procedures will be followed when child protection concerns arise.
2. **Recording and Reporting of incidents**

All incidents of possible bullying will be recorded by the school. Any written records will be recorded on the agreed form “Initial investigation into a hurtful incident or allegation of bullying form” and a copy submitted to the Headteacher for input into SIMs and to be shared at SLT and staff meetings/ briefings.

There is an expectation that all incidents of bullying will be shared and communicated to staff through weekly SLT, staff or briefing meetings. The Senior Leadership Team and class teacher are to be informed of any incidents of bullying.

Parents of **all** children involved **will be** informed of what has happened and how it has been dealt with.

Any racial incidents will be recorded in accordance with the Local Authority / UniCAT guidance.

**Cyberbullying of staff**

National evidence indicates that about one in five teachers have reported having derogatory comments posted about them on social media sites from both parents and children. It is not acceptable for pupils, parents or colleagues to denigrate and bully school staff via social media, in the same way that it is unacceptable to do so face to face. Any such incidences should be reported to a senior member of staff as soon as practicable. If possible, a snapshot should be taken. In addition, if it is deemed appropriate the police may be contacted. The school urges all members of the school community, including parents, to use social media responsibly. Parents have a right to raise concerns about their child, however they should do so in an appropriate manner.

**Monitoring and review of policy**

The impact and content of this policy will be reviewed annually. Data from the monitoring and recording of incidents will also inform policy, practice and school improvement planning. This will be collated by the Headteacher for termly review by the Senior Leadership Team and reported to the governors’ Curriculum and Standards committee at least annually.