



King William Street CE Primary School

Anti-bullying Policy

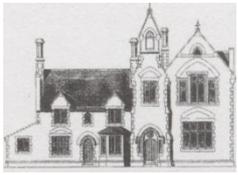
Approved Date: February 2016

Review Date: February 2017



History or most recent Policy changes

Date	Page	Change	Origin of change e.g. TU request, change in legislation



Lead member of staff – Mrs Vicky Plested (Deputy Head)

Lead Governor – Mr David Jell

Statutory duty of schools

Head Teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. This **Anti-Bullying Policy** is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

Aim of the policy

The aim of the **Anti-Bullying policy** is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is **repeated** anti-social behaviour and can affect everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed, together with the **safe-guarding policy**, will pupils be able to fully benefit from the opportunities available at schools. This policy links to the **acceptable use policy**, **home/school contract** and **school behaviour policy**

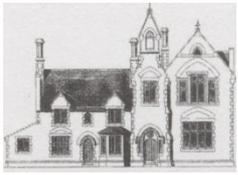
What is bullying?

Bullying is anti-social behaviour defined as deliberately hurtful behaviour, **repeated over a period of time**, where it is difficult for those being bullied to defend themselves.

The main types of bullying are:

Bullying definitions

Categories	Forms
Verbal bullying	Persistent teasing, name calling, taunts, threats, sarcasm, spreading rumours, frightening phone calls
Physical bullying	Pushing, pinching, punching, kicking, pulling hair, slapping, spitting, biting, use of weapon
Emotional bullying	Exclusion (you're not playing with us), sending to Coventry, ridicule, humiliation
Extortion bullying	Forcing someone to hand over money, sweets, crisps or valuables
Hiding bullying	Coat, books, shoes, PE kit or precious items go missing (from pegs, cloakroom, drawer, bags)



Racist/homophobic bullying	Racial/homophobic taunts (making fun of customs, dress, music, accent, colour etc) graffiti, gestures
Bullying by gestures	Fists, sticking up two (or one) fingers, grimace, putting two fingers in mouth denoting physical sickness, give someone 'bad looks'
Spoiling things	Scribbling on class work, homework or destroying a game
Cyber bullying	Inappropriate e-mail and/or text messages/upsetting photographs, inappropriate internet gaming and use of social networking sites such as Facebook, Twitter, Instagram, Snap-Chat , Skype, Musically and You Tube.

Vulnerable groups

These include – EAL (English as an additional language), ethnic minorities, SEN (special educational needs) and pupil premium children. All staff will be made fully aware of these children so they are able to support them appropriately. This may involve outside agencies such as TaHms (targeted mental health).

Pupils who are being bullied may sometimes show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. However, these behaviours may also be symptomatic of other underlying issues which should be considered.

Pupils must be encouraged to report bullying in schools.

Bullying is not:

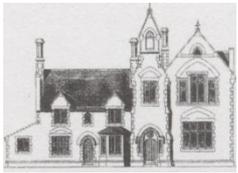
- falling out with people
- short term arguments
- friends breaking up
- occasional teasing

Procedures

Alongside working with the staff, the school will set up and maintain a pupil led team known as 'peer mediators' who will support and teach pupils throughout the school to be good citizens.

The following steps should be taken when dealing with incidents:

- Follow school behaviour policy as a first step



- Peer mediators may notice issues and resolve these through peer mediation if appropriate. Mediation forms will be filled in if the children involved agree to come in for mediation. These forms are separate from the incident forms.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached in accordance with the **School Behaviour Policy**.
- An account of the incident (see bullying definitions on page 1) will be recorded via an 'Incident Form' and given to the designated member of staff responsible for monitoring bullying within the school. These 'Incident Forms' are confidential and will be kept centrally in the Head Teacher's office. The designated members of staff are the Head Teacher and the Deputy Head Teacher.
- A designated member of staff will interview all concerned and will record clearly the discussions.
- The Head Teacher (if not already involved in the incident) and class teachers will be kept informed.
- If, over a period of time, there is evidence from the Incident Forms that children are using bullying behaviour, the parents/carers of all parties will then be informed. In very serious incidents, the police may also be involved.

Staff responsibilities

- To follow procedures to address bullying in any form
- To listen to all parties involved in incidents
- To investigate and record as fully as possible on incident forms if appropriate
- To take appropriate action and refer the matter to the Head Teacher for further action
- To record and inform parents/carers of confirmed bullying incidents
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying e.g. role-play, circle-time
- To promote by example the value which we as a school believe in
- To confidentially retain records for monitoring purposes
- To monitor, support and encourage the 'peer mediators'

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support through regular opportunities to talk with a member of staff or peer mediator
- restoring self-esteem and confidence



- participating in 'social group' activities

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and the need to change
- informing parents or guardians to help change the attitude of the pupil
- participating in 'social group' activities

Pupil responsibilities

- To not engage/support bullying behaviour individually or as part of a group
- To read and agree to the terms in the school's **Pupil Friendly Anti-Bullying Policy**
- To seek the advice of a member of staff if they are unsure whether bullying is taking place
- If they suspect someone else is being bullied, they must tell someone or by posting a letter in the Anti-Bullying box in the fish bowl
- To understand that there will be consequences as a result of bullying behaviour

Parental responsibilities

- To follow the home/school agreement
- To monitor internet/social media use
- To take responsibility for appropriate behaviour online
- To inform the class teacher of any behaviours involving their child.

Monitoring, evaluation and review

The governors, staff, pupils and parents of King William Street Primary School will review this **Anti – Bullying Policy** annually and assess its implementation and effectiveness. This policy will be promoted and implemented throughout King William Street CE Primary School.

Each year the children's policy will be reviewed with new art work, making sure it follows school policy – eg use of 'nelson font', buff paper etc.