



Kiwi School

Anti-Bullying Policy November 2018

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our pupils at Kiwi School so that they can learn and reach their potential in a secure environment. Bullying of any kind is unacceptable at Kiwi School and will not be tolerated. If bullying does occur, all pupils should be able to tell an adult and know that they will be listened to and that incidents will be dealt with promptly and effectively. We are a TELLING school which means anyone who is aware that bullying is happening is expected to report it to a member of staff.

Purpose of this policy

- For all School staff and governors to have a clear understanding of what bullying is, what the school's policy is and how to follow it.
- For all pupils, parents and carers to know what bullying is and what to do should bullying arise.
- To make it clear that bullying will not be tolerated at Kiwi School and that we always take reports of bullying seriously.

Bullying Definition

Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time. Both children who are bullied and who bully others may have serious, lasting problems.

In order to be considered bullying, the behaviour must be aggressive and include:

- An Imbalance of Power: children who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.

Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

What is NOT bullying?

Bullying IS NOT children falling out with each other or having an argument. Bullying is not isolated incidents related to the above. Bullying IS NOT accidentally bumping into someone/hurting them. Bullying IS NOT disliking someone else.

Types of Bullying

There are three main types of bullying:

Verbal bullying is saying or writing mean things. Verbal bullying includes:

- Teasing
- Name-calling (including racist and homophobic taunts)
- Inappropriate sexual comments
- Taunting
- Threatening to cause harm
- Cyber bullying – all areas of the internet, email, social networking sites and chat rooms; mobile phone threats/texting and misuse of technology, including photos and videos.

Social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes:

- Leaving someone out on purpose
- Telling other children not to be friends with someone
- Spreading rumors about someone
- Embarrassing someone in public

Physical bullying involves hurting a person's body or possessions. Physical bullying includes:

- Hitting/kicking/pinching
- Spitting
- Tripping/pushing
- Taking or breaking someone's belongings
- Making mean or rude hand gestures

Why is it important to respond to bullying?

Bullying hurts. We believe no one deserves to be a victim of bullying and everyone has the right to be treated with respect. Children who bully need to learn new behaviours and understand the impact of their behaviour choices on others.

As a school, we have a responsibility to respond promptly and effectively to issues of bullying.

What to do if you or someone you know is being bullied:

- The victim/witness must report bullying incidents as soon as possible to a member of staff
- Staff members must record the incident on 'My Concern'
- Senior leaders respond in a timely manner to the concern that has been raised

What happens when a bullying incident is raised?

- All reports of bullying will be investigated and the information will be recorded in line with our behaviour management policy. Information will always be recorded on ***My Concern*** and also on SIMs if this is deemed relevant
- Parents will usually be informed and may be asked to come into school to discuss what has occurred with the Headteacher/Deputy Head/key stage leader.
- Very serious incidents may be reported to the police.
- Measures will be put into place in order to prevent further instances occurring.
- Work will be undertaken with the perpetrator(s) to enable them to change their behaviour. This is based on a Restorative Justice system, where pupils will be helped to understand right and wrong and be

encouraged to take responsibility for their own actions; promoting responsible citizenship.

How do we positively promote good behaviour and raise awareness of issues surrounding bullying at Kiwi School?

Throughout the school year, we plan specific activities to help children learn about what bullying is and is not, and what to do about it if it occurs. These learning opportunities include:

- Assemblies on what is bullying
- Assemblies on whistleblowing
- Class projects during anti-bullying week in November
- Marc Griffiths puppet shows
- Projects and campaigns on E safety (Main focus each February)
- On-going; responding to any incidents using Restorative Justice and a bespoke support plan
- Drama sessions on anti-bullying
- Use of SEAL (Social and Emotional Aspects of Learning) materials for class sessions and assemblies
- Regular pupil surveys
- School Council review of policy

Policy due for review November 2019

Signed _____ Headteacher Date _____

Signed _____ Chair of Governors Date _____