



Living Life in all its Fullness - John 10:10

KIRK FENTON CE PRIMARY SCHOOL

Anti-Bullying Policy

January 2020

Review Date: Spring 2023

Our Vision

Rooted in Christian belief, our vision for every member of this school community is to feel valued and respected, regardless of age, gender, sexuality, race, faith, belief or ability. Through developing a love of learning, each individual will have the opportunity to reach their full potential and aspire to become the person they were born to be.

Let your light shine before others, that they may see your good deeds and glorify your Father in Heaven. Matthew 5:14-16

Statement of Our Belief

It is the teachers' right to teach and the children's right to learn free from disruption and aggression. Children have a right to play without fear of violence, intimidation or aggression towards them.

Definition

The Anti-Bullying Alliance defines bullying as:

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or online.'

At Kirk Fenton CE Primary, we believe bullying is deliberate and persistent harassment or aggressive actions, which cause hurt to another. The hurt can be physical, emotional, racist, sexual or psychological; inflicted by one child or group of children on another child or group of children. It could include verbal abuse or threats, intimidating postures, looks and actions that cause fear and worry for other children. It may involve cyberbullying by the use of intimidating messages, online posts, photos or texts. Single acts of aggression are not bullying.

Aims of this Policy

- To ensure that pupils and parents understand what is meant by bullying
- To prevent bullying happening at our school
- To deal with bullying swiftly if it does occur

We will actively foster a school atmosphere and culture in which children feel self-confident and safe. Our main approach to bullying will be taught through personal and social development (PSHE) which takes as part of our curriculum, and in all aspects of school life including collective worship, circle times and PE. Children will always be listened to and their concerns will be taken seriously.

In particular:

- pupils will be taught the difference between 'bullying' and 'bothering'
- pupils will be taught that bullying is unacceptable in any circumstances both in school and out of school
- pupils will be made fully aware of the school rules 'Ready, Respectful, Safe' which apply at all times in all areas of the school and beyond
- cases of bullying will be seen as a breach of school rules
- teachers will take bullying seriously and concerns will be investigated thoroughly
- teachers will be consistent in the way that they deal with bullying
- pupils will be encouraged to tell and teachers or non-teaching staff will listen
- all staff will take responsibility for supervising pupils carefully, observing interactions and reporting concerns
- We will make every effort to provide a safe environment for all our pupils

- Teachers will record alleged bullying incidents on the appropriate log and on CPOMs as required
- teachers will teach children about the dangers of all forms of bullying including
 - physical - pushing, kicking, hitting
 - verbal - name calling, spreading rumours
 - emotional - excluding, isolating
 - racism - racial taunts, graffiti or gestures
 - sexual - unwanted physical contact, verbal abuse
 - homophobic - physical or verbal abuse based on stereotyping sexual orientation, whether or not the target identifies with any protected characteristic
 - cyber bullying - using technology to bully by text, setting up abusive websites, posting photos, misusing social networking sites and sexting
 - difference - based on hair colour, body type, disability etc.

Procedures

When bullying is alleged, the following steps will occur: (The timescale will be determined by individual circumstances and the school will exercise discretion in all cases)

1. All incidents of alleged or actual bullying will be recorded on the school's log
2. In the first instance, a 'no blame' approach will be adopted. Staff will counsel the children involved and relevant classroom strategies will be employed e.g. circle time. Children will be made aware of the Anti-bullying Policy and that bullying has been alleged. Incidents between individuals will be addressed using restorative practice techniques
3. If the matter is not resolved, parents will be informed
4. Should there still be a problem, there will be a shift from a 'no blame' approach to one in which the perpetrator is clearly identified and parents will be more fully involved and informed by letter
5. The Behaviour Support Service and other appropriate education services will be involved
6. The perpetrator will be excluded from school for a fixed period
7. In severe and prolonged cases, the school may consider permanent exclusion.

Monitoring and Evaluation

This policy and the Bullying log will be closely monitored by school staff. Senior staff will be fully aware of incidents and will act to ensure all staff are aware of concern raised at staff meetings. The policy will be reviewed and evaluated every three years.