

Anti-Bullying Policy

January 2020

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| Policy Review by LAB | Date of LAB Meeting: 02/10/2019 |
| Name of Policy: | Anti-Bullying Policy |
| Changes for review by LAB – changes have been tracked and are on the following page numbers: | Page 2 – Aims & Nature of Bullying Page 3 – Teaching about bullying |

Aim

The aim of the anti-bullying policy is to create safe, disciplined, positive and constructive environment where pupils are able to learn, enjoy, achieve and fulfil their potential.

Bullying, including online abuse (social media, text messages, emails, online chats, online gaming, live streaming sites) is an anti-social behaviour and if bullying left unaddressed, it can have a terrible effects on individuals. Bullying can also be a barrier to learning and have serious consequences for mental health. Therefore, at Kensington, we have effective, practical and consistent measures in place in line with the preventing and tackling bullying advice and guidance (July 2017) to prevent all forms of bullying.

This applies to bullying in any of its various forms: bullying from anybody and bullying directed towards anybody in any capacity (including school staff). The obligations of Head Teachers, in investigating incidents of bullying, include those reported to have happened off school premises.

The Nature of Bullying

Bullying can be defined as behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. There are a number of forms of bullying, including online abuse. We are also aware that bullying can happen out of school, for example either on their way to or from school.

Three main types of bullying are commonly recognised:

- physical (e.g. hitting, kicking, theft, vandalism, intentional damage towards other people's property);
- verbal (e.g. name calling: racist, sexist or homophobic remarks or disparaging remarks concerning SEN, personal disabilities, or home circumstances);
- indirect (e.g. spreading rumours, excluding someone from social groups, cyber bullying via eg. mobile phones, or computers and other misuses of technology).

Developing an 'Anti – Bullying' School

Kensington Primary School is an outstanding school with a positive ethos where all children and staff are valued. Our first priority is that pupils are safe and feel safe. Pupils and staff are encouraged to look after themselves and each other. To prevent incidents of bullying, we listen carefully and respond promptly to children's concerns. All staff are vigilant to identify the signs of bullying and act promptly and firmly against it in accordance with this policy.

The victims of bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, faking illness, and taking unusual absences. There may be evidence of changes in work patterns, a lack of concentration.

We are aware that they may display a range of symptoms that can be indicators of bullying and staff know how to action these concerns. These could include;

- Being frightened of walking to or from school

- Change in usual routine/behaviour
- Not wanting to come to school
- Becoming anxious
- Beginning to do less well at school
- Becoming withdrawn / lacking in confidence
- Becoming aggressive and unreasonable
- Bullying other children or siblings

Bullies

The bully, or potential bully, may also be experiencing problems which are a cause of his/her anti-social behaviour. Staff must be alert for behaviour or comments which may highlight that the child needs help in dealing with concerns.

Teaching about bullying

We believe that, it is important to raise awareness of the nature of bullying and teach children how to respond if they are involved in, or witness, an incident of bullying. It is also essential that children learn to identify what bullying is, and how it differs from normal disagreements between friends. Within the curriculum, this can be done through suitable texts in the English lessons and guided reading. Assemblies are also a good opportunity to reinforce the policy on reporting incidents and the Anti-bullying Code. School council to discuss anti bullying as an agenda in their meeting and share ideas with the rest of the school in assemblies.

Playground activities are organised to be inclusive and to promote collaboration and co-operation, while discouraging bullying. At lunch times, sports leaders and adult supervisors monitor and facilitate these activities.

All members of staff are able to recognise and deal with incidents of bullying. This includes the Pastoral Lead undertaking training with support staff.

The school participates in anti-bullying week. The School Council is involved in discussing anti-bullying strategies.

We share our anti-bullying policy with parents/carers on a regular basis. For example, the latest Cyber-bullying guidance (July 2017) by the DFE and strategies to prevent cyber bullying was shared during parents' evening (Oct 17) by the computing leader (plan to set up an awareness stall during parents evening Autumn 2019).

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Implementation of the policy

The following steps must be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Head Teacher.
- The Head Teacher/ SLT will interview all concerned separately and will record the incident
- Class teachers will be kept informed

- Parents will be kept informed
- Consequences will be used as appropriate and in consultation with all parties concerned.
- This procedure will be shared with the children in lessons, assemblies and workshops. This policy will also be shared with parents through school's website and workshops / parent gym to ensure that they are familiar with the procedure to report any bullying incidents.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or a member of staff of their choice.
- giving reassurance and continuous support to help to restore self-esteem and confidence.
- Sports leaders offering support and friendship at playtime and lunchtime.
- discussing the events and their behaviour with the Pastoral Manager
- discovering why the pupil became involved
- informing parents/guardians in helping to change the attitude of the pupil

The following disciplinary steps may be taken against bullies:

- attendance at Lunchtime Restart Room
- exclusion from certain areas of the school premises
- minor fixed-term exclusion

If the problem persists further steps may include:

- referral to outside agencies (eg. CFCS, BSS);
- referral to police even when incidents have occurred off school premises and especially when they involve criminal behaviour or represent a danger to members of the public.
- referral to Social Services.

Positive follow up steps:

The school will review this policy bi-annually and assess its implementation and effectiveness. A copy of the policy will be located on the school's web-site for access by the parents/interested parties in the school. This policy was presented for approval before the School's Board of Governors on:

This information was ratified by the governors of Kensington Primary School on

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Our school information will be reviewed in January 2020.... ..

Signed: