

Keir Hardie Primary School & Children's Centre



Anti-Bullying Policy

Reviewed:	Autumn 2016
Date of Next Review:	Autumn 2017

Anti-Bullying Policy

This policy was reviewed by the co-ordinator

Print Name *B.P. Phillips*

Signature *B.P.*

Date *10.03.2017*

This policy was reviewed by the Head Teacher

Print Name *VIOLET O'HARA*

Signature *Violet*

Date *10.03.2017*

This policy was reviewed and agreed by the Deputy Chair of Governors

Print Name *CLEON WILSON*

Signature *Cleon*

Date *10/3/17*

Anti-Bullying Policy

Aims

The “Every Child Matters” agenda lays out the duties of schools towards the pupils in their care. Schools must strive to ensure that pupils “stay safe” and “enjoy and achieve”. If we are to fulfil these duties we must ensure that pupils can learn in a supportive, caring and safe environment without fear of being bullied. As an inclusive school¹, we endeavour to remove any barriers to learning which may prevent children from engaging fully in school life and achieving as highly as they might. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school. In order to achieve this:

- All staff must be alert to the signs of bullying and act promptly and firmly to address it by following school guidelines.
- Pupils must be taught that bullying is completely unacceptable and will not be tolerated. The school must foster a “telling culture” so that children feel comfortable reporting any instances of bullying towards themselves or others.
- Parents must be informed of any instances of bullying involving their children either as bully or victim and must be given the opportunity to work with the school to support their child and resolve the issues.

What is bullying?

We define bullying as **deliberately hurtful behaviour, repeated over a period of time, where it is difficult or impossible for the victim to defend themselves.**

The main types of bullying are:

Physical bullying e.g. hitting, kicking, pushing, stealing property

Verbal bullying e.g. name calling, insulting, racist remarks, homophobic remarks, threats

Emotional/psychological bullying e.g. excluding someone from a social group, spreading rumours

Homophobic, biphobic and transphobic bullying

On line bullying use of the Internet and related technologies (Mobile phones) to harm other people, in a deliberate, repeated, and hostile manner
Bullying can be carried out in person, by phone or text or via e-mail or social networking sites

¹ ‘School’ refers to both Keir Hardie Primary School and Keir Hardie Children’s Centre

Signs of bullying

It is important for staff and parents to recognise the common signs that indicate a child may be being bullied. These may include:

- being frightened to walk to or from school
- not wanting to go to school
- becoming withdrawn
- being tearful with no obvious reason
- poor concentration
- beginning to do poorly in schoolwork
- coming home regularly physically hurt or with damaged clothes

Teaching about bullying

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 constitutes bullying and how it differs from normal disagreements. There are four ways in which we do this:

- Through the PSHE and ICT curriculum. Units on bullying form part of the curriculum.
- Assemblies are a good opportunity to reinforce the need to report incidents and explore strategies to deal with bullying.
- Through special activities (workshops, drama) during anti-bullying/friendship week.
- An Anti-bullying guide for pupils has been created with input from KS2 pupils. It is written in child-friendly language. All pupils have their own copy of the guide, which is introduced in a PSHE lesson.

Parental involvement

To deal with bullying effectively it is crucial for the school and parents or carers to work together to support both victims and bullies. In order to make sure this happens, the school has produced an Anti-bullying guide for parents, which outlines the school's approach to bullying and gives advice on how to support children who are being bullied or bullying others. It also directs parents to national organisations which can offer independent support and advice.

School procedures

When an allegation of bullying is made, the Learning Mentor speaks to the bully, the victim and any witnesses to establish what is happening.

Class teachers and other key staff involved with the children, including the Inclusion Team, are informed so that they can monitor the situation.

The Learning Mentor and a member of the SLT meets separately with the parents of the bully and the victim to share information and discuss how best to support the children.

The Learning Mentor or a member of the SLT works with the children either individually or together to resolve the problems. Where necessary, sanctions are imposed to impress upon the bully the seriousness of their actions.

The situation continues to be monitored for a period by the Learning Mentor and/or Behaviour Support teacher through informal conversations with the children involved.

A record is kept by the Learning Mentor and the member of SLT of all incidents of bullying.

Sanctions for bullying

These will depend on the nature and severity of the bullying, but they may include:

- Lunchtime detention(s)
- Referral to Re-start for one or more days
- Fixed-term exclusion

Friendship Friday

To celebrate tolerance and promote friendship across the school community, every last Friday of the month the school will celebrate Friendship Friday. All pupils and staff will wear the Friendship T shirts (which was designed by a pupil in school) and jeans. A whole school assembly will be held to celebrate Acts of Kindness shown among pupils, parents/carers and staff.