



Kimberley Primary School & Nursery – Anti-Bullying Policy

November 2024

Statement of Intent

We are committed to providing a caring, friendly and safe environment for our pupils so they can learn and achieve their full potential. Bullying is unacceptable and in line with the Core Values of our school, we take bullying very seriously and will not tolerate it.

We want people to report any incidents, fears or feelings of bullying to their class teacher or head teacher immediately. The sooner we know; the sooner it ends. All of our pupils should know that any incidents of bullying will be dealt with promptly, fairly and effectively.

Objectives of this policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school's policy on bullying is and follow it when bullying is reported.
- All students and parents should know what the school's policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Bullying will not be tolerated.

What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying behaviour is carried out with the intention of hurting another person either physically or emotionally, by intimidating or demeaning others. It is usually persistent and often covert, and is a conscious attempt to hurt, threaten or frighten someone else.

Bullying can be, but not limited to:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Emotional (derogatory name calling, demanding things by means of force or threat)
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact or sexually abusive comments)
- Homophobic (focusing on issues of sexuality – homophobic, biphobia or transphobic bullying is unacceptable)
- Cyber (all areas of the internet, including email and social media sites. Mobile threats by text and calls. Misuse of technology e.g. camera, video facilities.
- Bullying related to health or special educational needs and disabilities (name calling, physical and emotional abuse)

- Bullying of young carers or looked after children or otherwise related to home circumstances
- Child on child abuse (also in safeguarding policy)

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:

- young people
- young people and staff
- between staff
- individuals or groups

Signs and Symptoms

Children who are being bullied may 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.

Children must be encouraged to report bullying in schools and staff be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

It is important that everyone understands what is bullying and what is not bullying. To help, we give the children the following guidance:

When is it bullying?

When it happens **Several Times On Purpose**

What should you do?

Start Telling Other People

To remind children who they could tell, we use the Helping Hand, illustrated below:

Our friends, our teacher, adults at school, adults we know, our parent or carer.



Where can bullying take place?

Bullying is not confined to the school premises. It also persists outside school, on the journey to and from school, in the local community, online and may continue into Further Education. The school acknowledges its responsibilities to support families if bullying occurs off the premises.

Cyberbullying

The increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims. We will ensure that our children are taught safe ways to use the internet and encourage good online behaviour. Whilst most incidents of Cyberbullying occur outside school, we will offer support and guidance to parents and their children who experience online bullying and will treat Cyberbullying the same way as any other forms of bullying.

Cyberbullying can include:

- Hacking into someone's accounts/sites
- Posting prejudice/hate messages
- Impersonating someone online
- Public posting of images
- Exclusion
- Threats and manipulation
- Stalking

Dealing with Bullying

The most effective way to deal with bullying, is for us to maintain good communication with parents/carers, of both the perpetrator and the victim, and to work closely together to monitor and resolve the situation ensuring that the children concerned move forward positively.

Implementation

The following steps are taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with promptly and a clear account of the incident will be recorded on My Concern and shared with all relevant staff members, including the head teacher.
- Restorative justice meeting will be held with all parties involved to ensure any act of bullying is stopped quickly.
- Support should be given to the bully (bullies) to help them change their behaviour.
- In particular cases, parents should be informed and will be asked to come to a meeting to discuss the issue.
- If necessary and appropriate, the police will be consulted.

Restorative Justice Approach

After an incident of suspected bullying, a restorative justice meeting is held with all parties involved. This is key to transforming behaviour, restoring and crucially improving relationships. The following questions are asked and explored during restorative meetings:

What has happened?

What were you thinking at the time?

Who has been affected by your actions?

How have they been affected?

What needs to be done to make things right?

How can we do things differently in the future?

This process enables children to reflect on their behaviour and take responsibility for their actions as well as realising the impact their actions have on others. This approach aims to address conflict, build empathy, strengthen relationships and educate to limit any repeat occurrences of bullying.

Children who have been bullied will be supported by:

- having an immediate opportunity to discuss the experience with their teacher or member of staff of their choice
- reassuring the child
- offering continuous support
- restoring self-esteem and confidence

Children who have bullied will be helped by:

- discussing what happened (through a restorative justice approach)
- discovering why the child became involved
- establishing the wrong doing and need to change

In the event of persistent bullying or other extremely serious misbehaviour, the school has the right, to temporarily or permanently exclude a child.

Within the curriculum, the school will raise the awareness of the nature of bullying by addressing it in our whole school PSHE Matters scheme, class assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Strategies for preventing bullying

- Restorative approach
- Through our learning values, Ready, Respectful and Safe
- Through our whole school behaviour policy (Pivotal approach based on positive behaviour management techniques)
- Through anti bullying events throughout the year
- Through our weekly PSHE work (PSHE Matters)
- Student voice
- Specific curriculum input on areas of concern e.g. cyberbullying and internet safety as part of our Computing curriculum
- Staff training
- Peer mentoring
- Parent information via newsletters
- Monitoring of My Concern to ensure proactive measures are taken when needed and to ensure repeat bullying does not take place.
- Working closely with parents
- Counselling service

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