



KERR MACKIE PRIMARY SCHOOL

ANTI-BULLYING POLICY 2021/22

**Adopted by Kerr Mackie Primary School T & L Committee on:**

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**Signed by Chair of T & L Committee:**

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**To be reviewed by Governors on:**

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## Anti-Bullying Policy

Article 23 A child with a disability has the right to live a full and decent life with dignity and independence, and to play an active part in the community. Governments must do all they can to provide support to disabled children.

# ANTI-BULLYING POLICY

## Rationale / Intention

At Kerr Mackie Primary we are committed to creating a caring, happy, friendly and safe environment for all our children so they can learn in a relaxed and secure place. All members of our school community **care** about each other; we all have high regard for our school **community**; we **challenge** ourselves and each other to commit to high levels of respect for each other and our school environment. Bullying of any kind is unacceptable within our school community; if bullying does occur, we are **confident** that all children will be able to tell someone and know that incidents will be dealt with promptly and effectively. Within our school community, we are respectfully **curious** about each other and celebrate our differences, knowing that our strength as a school community will support our work against any form of bullying. All members of our school community are expected to tell staff if they are aware of any bullying behaviours within our school so that it can be dealt with.

## Objectives/Intention

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- We do not tolerate bullying of any kind: religious; gender-based; racial; disability; family circumstances; sexuality.

## What is Bullying?

Bullying can be described as being REPEATED deliberate acts done to cause distress. Bullying behaviour is carried out to give a feeling of power, status or other gratification to the bully / bullies.

Our Anti-bullying Ambassadors, after training and discussion with staff, have created their own definition of what bullying means to them:

At Kerr Mackie we believe bullying is repeated negative actions that make a person feel uncomfortable, unsafe, unhappy or scared. This could be done physically, indirectly or verbally.

Bullying can occur through several types of anti-social behaviour. It can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture and religion

- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focussing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Peer on peer
- Transgender
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone.

Bullying is if an act is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdown. We all have to learn how to deal with these situations and develop problem solving and social skills to repair relationships.

We teach children about this distinction and work hard as a community to ensure that all community members are respected.

### Signs and Symptoms

There may be signs or behaviour that a child is being bullied. These may be evident at home or at school or in both locations. Any adult who notices such signs or symptoms should investigate further and take action if necessary. They may include:

At home -

- Fear of going to or from school
- Unwillingness to go to school
- Asking to move school
- Feigned illness or an increase in complaints about feeling unwell
- Arrives home feeling very hungry (because lunch has been taken)
- Crying at bedtime or disturbed sleep (including nightmares)
- Arrives home with damaged clothes or property (e.g. torn books)
- Possessions 'go missing
- Asks for money or steals money
- Is afraid or reluctant to use the internet or mobile phone
- Is nervous or secretive when a text or e-mail is received

At school —

- Deterioration of work
- Looks for excuses to stay in school instead of going out with other children
- Misses school

In both locations —

- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, disruptive or unreasonable
- Begins to stammer
- Unexplained cuts or bruises
- Bullies other children or siblings
- Changes his or her eating pattern
- Gives improbable excuses for his or behaviour or to account for any of the above
- Is reluctant to talk about any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## **Procedures / Implementation**

### What Will the School Do?

We take all instances of bullying very seriously —

- Incidents brought to staff or observed, will be investigated in accordance with the Positive Relationships and Behaviour Policy
- Incidents are recorded and logged, as appropriate, on our behaviour database and referred to Phase Leaders, the Inclusion team and SLT as needed
- Bullying behaviour or threats of bullying will be fully investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour. This may involve encouraging the bully to see the victim's point of view by holding a restorative meeting between the bully and victim with staff member as mediator.
- Parents will be informed where incidents are considered serious or on-going and may be invited to a meeting to discuss the problem
- Persistent bullies will be closely monitored and supervised in line with our Positive Relationships and Behaviour policy. In some extreme circumstances, exclusion may be considered-see Exclusions Policy.
- If appropriate, the victim and the bully will receive counselling and/or support
- If appropriate, outside agencies will be involved, usually for persistent bullies

## Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, internal or even external fixed term exclusion will be considered
- If possible, the pupils will be reconciled using restorative practice techniques
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Our commitment is to provide a caring, happy, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. We expect that every adult and child commits themselves to stamping out any bullying behaviour at Kerr Mackie Primary School.

## Prevention

Through our PHSE spiral curriculum, each year group have a series of lessons that encourage debate and opinions to be shared in an age appropriate way building on their previous learning.

Each year the school dedicate a week (Normally October) to address the theme of Bullying in the school, home and club environment.

Anti-bullying Ambassadors are recruited across the school and receive training through the Anti-Bullying Ambassador Programme. This programme equips students and staff with the tools needed to tackle bullying behaviour head on and create a safer, kinder school community. Anti-bullying Ambassadors work with their peers and with staff to ensure that we have a proactive approach to stopping bullying behaviour.

## What can staff do?

- deal with all bullying behaviour – ignored behaviour is seen as condoned
- provide an environment where pupils feel confident to air concerns in an atmosphere of trust e.g. circle time
- build strong relationships with the pupils
- encourage pupils in their discussion of feelings and emotions
- supervise pupils positively
- be prepared to challenge racist or sexist language
- listen to pupils and be prepared to act on their information
- work on promoting self esteem of pupils
- be on time to lessons and playground duty
- encourage assertive and non-aggressive behaviour
- encourage pupils to take on duties and responsibilities
- be firm, fair and consistent,
- do not use bullying tactics with pupils
- make frequent reference to the anti bullying policy in the classroom
- Keep aware of current government guidelines through attending appropriate CPD eg. CP Training, Prevent Training

### What Can a Child Do?

If it is someone else —

- Tell an Anti-bullying Ambassador, an adult, teacher, teaching assistant, Learning Mentor, a member of the Inclusion team, the Head teacher
- Support the victim by showing that you disapprove of bullying

If it is you —

- Tell a trusted adult
- Tell a friend
- Do not agree to keep the bullying a secret
- If possible (but this is not easy), try hard not to show that you are upset
- If you can see that a situation could be dangerous, keep away
- Try to ignore the bully
- Tell the bully to stop
- Say, very firmly, 'No', and walk away
- Avoid fighting back — this often makes things worse

### Help Organisations

Childline        0800 1111

Bullying UK      0808 800 222    [www.bullying.co.uk](http://www.bullying.co.uk)

### What Can a Parent Do?

If your child is being bullied —

- Ask him or her about it directly
- Remain calm
- Take the bullying seriously and find out the facts
- Talk to someone at school — this may be the, Class Teacher, Phase Leader, Deputy Head, Head Teacher, SENCO, learning mentor or another member of staff who knows your child well
- Help your child to develop self-assurance and confidence

If your child is a bully —

- Keep calm
- Try to find out the cause of your child's bullying
- Discuss your concerns with the Class Teacher, Learning Mentor, Deputy Head Teacher or Head Teacher
- Try to monitor where your child goes and who he or she plays with
- Set clear guidelines for the behaviour you expect
- Help your child to develop self-esteem

- Ensure that your child apologises to the victim of his or her bullying
- Monitor whether things improve or deteriorate

**Monitoring and evaluation of this policy:**

The policy will be reviewed by the Governing Body on an annual basis.

Parents and children will be asked to complete annual behaviour and safety questions on surveys. These will include specific questions about how safe children feel in our school. Feedback from these questionnaires will be collated, shared and actions communicated.