

King David Primary School



SCHOOL POLICY

Anti-Bullying Policy

Produced by KDPS

Date: July 2018

Review Date: July 2020

Anti-Bullying policy

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our Academy. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), bossing someone, putting someone down, and 'picking on' them
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comment
Homophobic	because of, or focusing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Other	bribes, destroying property, sending notes, using gestures, Taking others things e.g. snacks

Why is it important to Respond to Bullying

Bullying hurts. No one deserves to be victim of bullying. Everybody has a right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this policy

All governors, staff, pupils and parents should have an understanding of what bullying is.

All governors and staff should know what the Academy's policy is on bullying, and follow it when bullying is reported.

All pupils and parents should know what the Academy's policy is on bullying, and what they should do if bullying arises.

As an Academy we take bullying seriously. Pupils and parents should be assured that they would be supported when bullying is reported. Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to do poorly in school work
- Come home with clothes torn or books damaged
- Has possessions go "missing"
- Asks for money or starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts and bruises
- Comes home starving (money f lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong
- Gives improbable excuses for any of the above

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

WHEN BULLYING OCCURS

1. Staff will listen to both sides.
2. Staff will make a statement about being unhappy about the behaviour.
3. Staff will aim to get an apology for the victim.
4. Staff will decide further action:
 - deal with immediately
 - deal with later (incidents will be logged and prioritised)
 - send to Headteacher
5. Support for VICTIMS and BULLIES will be given using strategies such as talk circles; role-play; individual counselling etc.
6. Support can be given by any member of staff.
7. Records will be kept of incidents that occur and the situation will be monitored (Bullying Form)
8. Parents are encouraged to report any bullying to school.
9. Children will be encouraged to report any bullying.
- 10. Parents/carers will be kept informed as much as possible.**

11. In serious cases suspension or even exclusion will be considered.
12. After the incident/incidents have been investigated or dealt with each case will be monitored to ensure repeated bullying does not take place.
- ***ALL CASES MUST BE TREATED AS SERIOUSLY AS EACH OTHER*****

Prevention

- Writing a set of Academy rules
- Signing a behaviour contract
- Writing stories or poems or drawing pictures about bullying, displaying pupils posters on bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays
- Having discussions about bullying and why it matters.

The Curriculum

The curriculum can be used as a strategy to create an anti-bullying atmosphere. This develops opportunities for children to express their feelings and resolve conflicts for example:

- Circle Time – co-operation, sharing, celebration of self worth and others
- Workshops on self-esteem e.g. 'Calm Waters' "me" time
- Work on multiple intelligence/feelings of being special, to be different, unique is a wonderful thing!
- Role play and Drama
- Assemblies
- Jewish Studies and PSHE
- Visits and Visitors
- Roles and Responsibilities – promoting independence and contributions to the school society- Projects, Buddies
- Pupil voice/power -The School Council etc.

Effective from July 2018

Policy Review Date July 2020

5 STEPS TO SUCCESS

- (1) BE AVAILABLE** Break the code of secrecy.
Make it known that you are ready to listen.
Provide immediate support

'You have a right to come to this school and feel safe and happy. Tell me what has been happening to you'

- (2) INVESTIGATE** Investigate every incident as soon as possible.
Interview all parties individually at first to avoid intimidation and to produce an accurate report.

'I've heard that Keron has been feeling scared and unhappy recently. What do you have to say about that?'

- (3) RECORD** Record every incident in a manner which reinforces the school's anti-bullying policy.
All parties should be encouraged to record the incident in writing.

'We have written a record of this incident and it will be placed in your file in the office.'

- (4) RESPOND** The style should be 'matter of fact' and relate to the severity of the incident.
Remind pupils of school policy.

'All pupils have a right to feel safe and happy at this school. I think we need to meet with Paul and see how we can put this right.'

- (5) FOLLOW UP** Show that you have committed position on bullying by following up an incident at a pre-arranged time.
This will show pupils that the school supports them and wants to encourage positive behaviour.

'Perhaps we can meet together this time next week and see how things have been going.'

Review date: July, 2018

Next review: July, 2020

Headteacher signed: *S Rosenberg*

Chair of Governors signed: S. Wiseglass & N Joseph