

Anti-bullying policy Kirk Smeaton C of E Primary School



March 2020- This policy has been written by the Anti-bullying council, Anti-bullying lead teacher and HT.

What is bullying and an incident?

Bullying is incidents that have happened repeatedly to one person.

An incident is a one off action that is directed to a person/group. If incidents are repeated over time, then it is classified as bullying.

Curriculum

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, Seal programme, collective worship, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Adults speak with children on a regular basis to support friendships and provide guidance and perspective to all incidents. We ask that parents support children at home and where cases are reported to them, parents use the questions below to gain the full details of the situation.

Key questions to ask your child when they report an incident.

- What happened?
- How did you react/ What were your actions?
- What did you say?
- Were you doing what you should have been?
- Was the other child upset?
- Did the other child have a friend to play with?
- Did you tell a member of staff and what did they do?

Types of bullying:

- Name calling
- Aggressive physical touch
- Arguing
- Negative comments
- People accusing others of bullying, without evidence
- Cyber bullying- this could be name calling, negative comments, sharing your information with others.

Looking for signs of bullying

Pupils and staff who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences. There may be evidence of changes in work patterns, lacking concentration or truanting/absenteeism from school. All incidents are recorded and patterns are analysed over time. All children are encouraged to speak to a member of school staff as well as a parent/carer if they are worried about any of the issues raised within this policy.

Dealing with incidents in school

Children must report incidents to their teacher or teaching assistant. Children are taught a simple way of resolving issues.

T- Tell an adult in school

A- Ask the person who has upset you to stop

S- Speak to parents/carers and say what school have done.

K- Keep an eye on it.

Dealing with cyber bullying or messaging

T- Tell an adult in school

A- Ask the person who has upset you to stop

S- Speak to parents/carers and say what school have done.

K- Keep an eye on it.

BLOCK the person

We would advise all parents to check the security and parental settings on all devices.

How bullying or incidents are dealt with

Once the incident has been reported to an adult in the classroom. The adult will speak to the appropriate people and identify what happened by talk to all the people involved. This will usually happen within the day or if needed the next morning. The adult will spend some time talking through the incident with the children involved, ensuring that feelings are understood and apologies are made and if needed, sanctions are given. All incidents are recorded.

Anti-bullying council

At Kirk Smeaton CE School, we have an anti-bullying council who meet and discuss ways in which bullying can be combated, but also to support those children who need help making friends. The Anti-bullying council, award certificates each week for children who have shown positive behaviour for the week.

Hot spots

The anti-bullying council are aware of hot spots around school that could be areas of increased incidents:

- Toilets
- Corridors
- Behind trees in the playground

To reduce incidents, members of staff are aware of these areas and regularly monitor them.

Prejudice

At Kirk Smeaton CE Primary School, we believe that every person is equal and as such needs to be treated with respect. We do not allow behaviour that is homophobic, transphobic, racist, targeted at faith, sexist or disablist.

Supporting the child who has been upset:

- Offering an immediate opportunity to discuss the experience with a member of staff from their class
- Reassuring the pupil
- Offering continuous support
- Considering avoidance/coping strategies
- Restoring self-esteem and confidence.

Supporting the child who has caused upset to another child:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Considering avoidance strategies and reducing triggers
- Informing parents or guardians to help change the attitude of the pupil.

Reconciliation

In many cases children are unaware of the extent of the hurt caused through their actions.

- pupils who have bullied will be confronted with the pain, hurt, upset which their actions have caused
- where it is felt to be appropriate, both parties may be brought together with a mediator and asked to express their feeling (this will not be appropriate if any lingering resentment is obvious, or one party is unwilling)
- it will be made clear that a line has been drawn under the issue and that a fresh start begins now. It is important to allow children to have fresh starts. Parents are asked to be positive about this process and allow time for all parties to learn from their mistakes.
- We ask for parents to update the school on any future incidents.

Actions if incidents continue and are classed as bullying:

- Official warnings to cease offending
- Exclusion from class
- Detention
- Exclusion from certain areas of school premises
- Fixed term exclusion
- Permanent exclusion.

Incidents involving staff will be dealt with according to the School's established disciplinary procedure.

There may be times when incidents are linked to the child protection policy.