

Kensington Primary School

Anti-bullying policy



Principles and Values

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 environment. As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to.

Bullying will not be tolerated. The school will seek ways to respond to the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

We are a **TELLING** school. This means that anyone who knows that bullying is happening is expected to tell the staff.

We are a **LISTENING** school. This means that all staff will listen to pupils and if necessary take appropriate action.

What is bullying?

Bullying is action taken by one or more children with deliberate intention of hurting another child; either physically or emotionally. Bullying is repetitive behaviour and is non accidental.

Objectives

- All governors, teaching and non teaching staff, pupils and parents will have an understanding of what bullying is.
- All governors and teaching and non teaching staff will know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils will know school has strategies in place to deal with bullying.
- All parents will know the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously and will ensure we respond to it consistently. Pupils and parents will be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated, we aim to create a safe and secure environment for all our pupils.

The role of governors

- The governing body supports the Head Teacher in all attempts of eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of school policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The role of the Head Teacher

- It is the role of the Head Teacher to implement anti bullying strategies and procedures in our school. They must ensure all teaching and non teaching staff are aware of school policy and know how they should deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Head Teacher will ensure that all pupils understand that all forms of bullying is wrong and that this kind of behaviour will not be tolerated in our school. This will be done through assemblies, giving the opportunity for a discussion on procedures for anti-bullying and consequences of such behaviour.
- The Head Teacher will ensure all staff receive appropriate training that will ensure they are able to deal effectively with all incidents of bullying.
- The Head Teacher will ensure all incidents of bullying are recorded in the bullying incident book.
- The Head Teacher will invite parents of a child involved in bullying into school to discuss the situation. In more extreme cases, the Head Teacher may decide to contact external support agencies for support in the matter.
- The Head Teacher sets the school ethos which will allow for a climate of mutual support and praise for success, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher

- Teachers in our school take all forms of bullying seriously and will intervene to prevent incidents taking place.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied.
- Any teacher witnessing bullying going on outside of school hours has a duty to report the event to the Head Teacher.
- If a teacher becomes aware of bullying within their class, they must deal with the issue immediately. This may involve counselling and support for the victim of the bullying and consequences for the child who has carried out the bullying. The teacher must spend time with the child who has bullied, explaining why their actions were wrong and they must endeavour to help the child change their behaviour in the future.
- To ensure their class know who their 'safe hands' adults are.
- The teacher must ensure they report any acts of bullying to the Head Teacher.

- The Head Teacher and teacher will decide who is best to contact the parents of both parties.
- Teachers must support all children in their class and to establish a climate and ethos of trust and respect for all. By praising, rewarding and celebrating successes, we aim to prevent incidents of bullying.
- Teachers will use the curriculum to teach anti bullying themes to support children in preventing and understanding the consequences of bullying.

The role of the parent

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti bullying policy and to actively encourage their child to be a positive member of the school.
- Parents have a responsibility to support and contribute to the school's Anti Bullying Charter.
- **Do not** attempt to sort the problem out yourself by speaking to the child who you think may be behaving inappropriately towards your child or by speaking to their parents. Please go to and speak with your child's class teacher.
- **Do not** encourage your child to be a 'bully' back.
- **Both of these will only make the problem much harder to solve.**

The role of the pupil

- To understand and follow the school's anti bullying charter.
- To know who their 'safe hands' adults are in school and to tell these adults if they are being bullied or if they witness any forms of bullying, both inside and outside of school hours.
- Use their class 'worry box' for any concerns they may have.

Monitoring and review

The implementation of this policy is monitored on a day-to-day basis by the Head Teacher. The policy will be reviewed annually before going before the governing body for approval.

Policy date: September 2017

Review date: September 2018