



Anti-Bullying Policy

(Approved by Trustees 26 June 2019 - for review Summer 2020)

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KNOWLES PRIMARY SCHOOL ANTI - BULLYING POLICY

INTRODUCTION

This policy should be read in conjunction with the following policies:

- Behaviour Policy
- Child Protection and Safeguarding Policy
- ICT and Online Safety Policy

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying are taken seriously. Bullying is not tolerated.

WHAT IS BULLYING?

We define bullying as persistent, deliberate behaviour, by one or more persons, that intends to hurt a person emotionally or physically. This may be aimed based on race, religion, gender, sexual orientation, appearance, disability or any other aspect.

Bullying includes, but is not limited to:

- Being unfriendly, excluding and tormenting
- Racial taunts, graffiti and gestures
- Unwanted physical contact and sexually abusive comments
- Focusing on the issue of sexuality
- Name calling, sarcasm and teasing
- Threats and extortion
- Physical violence
- Damage to belongings
- Taking things without permission
- Leaving children out of school activities deliberately and frequently
- Spreading malicious rumours
- Ganging up on others
- Cyber bullying

HOW WE TACKLE BULLYING

All reported incidents of bullying are taken seriously and investigated

At Knowles Primary School we aim:

- To minimise and where possible eradicate bullying in all forms by taking action as soon as an incident is reported or seen.
- To provide a caring community in which individuals can feel safe and secure.
- To establish good relationships so that individuals can feel confident in seeking help and know that they will be listened to.
- To provide appropriate follow-up should an incident of bullying occur.
- To ensure that all members of the school community are aware of what bullying is.
- To ensure all members of the school community are aware of the Anti-Bullying Policy and of their obligations regarding it.
- To fulfil any legal obligations.

VALUES AND BELIEFS

- We believe that bullying is unacceptable in any form and under any circumstances.
- We believe that it is the basic entitlement of all children to receive their education free from all forms of humiliation, harassment, oppression and physical and mental abuse.
- All children are entitled to the best education and care.
- We actively work with all children on social emotional issues, behaviour and manners.

PREVENTATIVE APPROACHES

VALUES

Everything we do at Knowles is underpinned by our values. Our values support us to think about the kind of people we aspire to be and the education we aspire to, Our values support children to learn about human diversity and instil in them the knowledge, skills and attitudes they need to live together.

PLAYTIMES AND LUNCHTIMES

At Knowles, children have supervised and planned physical learning breaks during playtime and lunchtimes. Classes are supported by a key adult and children are involved with planned activities. Children are taught how to socialise, turn take and build relationships with their peers.

PSHE CURRICULUM

Our PSHE curriculum provides pupils with the knowledge, understanding, attitudes, values and skills they need in order to reach their potential as individuals and within the community.

Pupils are encouraged to take part in a wide range of activities and experiences across and beyond the curriculum, contributing fully to the life of their school and communities. In doing so they learn to recognise their own worth, work well with others and become increasingly responsible for their own learning and behaviours. They reflect on their experiences and understand how they are developing personally and socially, tackling many of the spiritual, moral, social and cultural issues that are part of growing up. They learn to understand and respect our common humanity; diversity and differences so that they can go on to form the effective, fulfilling relationships that are an essential part of life and learning.

ASSEMBLIES

Assemblies link to our values, British values and the PSHE curriculum. They discuss topics relating to bullying, cyberbullying and e-safety. Visitors also deliver information on key information such as; Bridge Builders and NSPCC.

MINDSPACE

MindSPACE has been developed to support children's mental health and well-being. As educators we have a duty of care to protect our children and to remove any barriers to learning. Mental Health and well-being can be a barrier to learning. Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make choices. Mental health is important at every stage of life, from childhood and adolescence through adulthood.

Daily MindSPACE at the start of each day and intervention groups aims to remove barriers to learning through enabling children to; raise their own self-esteem, build confidence, bring about inner peace and balance, bring about positive changes in behaviour, bring about emotional strength and immunity to criticism and hurt, change how children feel about themselves, change how children feel about others and change how children feel about the world and their place in it

OPEN DOOR POLICY

We have an open door policy, where we listen to parents if they feel that their child is being bullied. Members of the Senior Leadership Team are available at the beginning and end of the day on the school gates. Parents should feel reassured that their child is safe and happy coming to school.

STAFF TRAINING

Staff are trained in safeguarding approaches to prevent bullying and cyberbullying. Staff will use resources to support children's awareness of bullying and cyberbullying. Staff teach e-safety to pupils.

INCIDENTS

When an alleged incident of bullying has taken place:

- Staff record and report each incident to a member of the Senior Leadership Team immediately - both prejudice based and bullying
- All incidents of alleged bullying will be investigated with relevant staff, parents and children involved.
- Support for the victim including; opportunities to discuss worries with a key adult, restoration of self-esteem, supporting the child with solutions on how to behave if incidents happen again.
- Sanctions for the perpetrator including; close monitoring, missed playtime, missed lunchtime, working with parents to help change attitude of the child, official warning, report cards, working with the police, fixed term exclusions, permanent exclusion
- We expect children to learn from their mistakes and take responsibility for future behaviours.
- Parents informed
- We expect parents to support the school's Anti-Bullying Policy
- The school will report incidents to the police if necessary.
- All incidents are recorded and reported to the governing body.

When a cyberbullying incident has taken place:

- Staff record and report incident and pass to Senior Leadership Team immediately
- Investigation of incident
- identification and interviewing of possible witnesses
- Examination of system logs
- Parents informed
- Contact the service provider and the police if necessary.