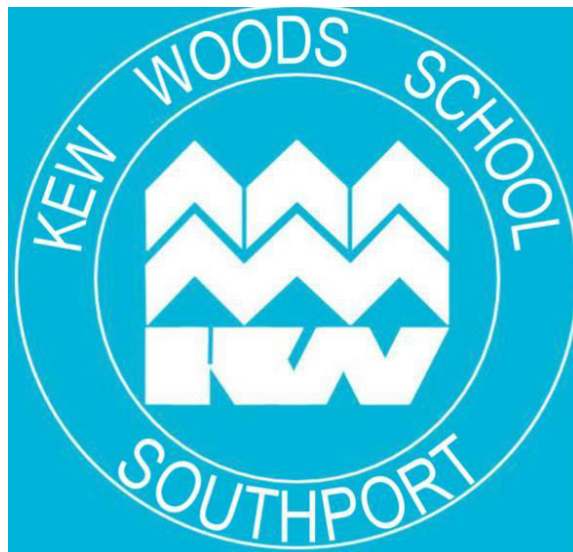


KEW WOODS PRIMARY SCHOOL



ANTI-BULLYING POLICY

RATIONALE

At Kew Woods Primary School we endeavour, at all times, to provide the most effective and efficient education that we can in a warm, respectful and caring

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atmosphere within a quality-learning environment. It is our aim to develop in all pupils the desire to learn and the ability to apply their knowledge. At the same time, we want to help each pupil to attain the self-esteem and confidence necessary for a full and happy life. Through active learning experiences and subsequent understanding we wish to cultivate in all children not only an appreciation of the need to learn, but also a pride in their work, respect for their surroundings and good relationships with others at home and at school.

AIMS

Everyone at Kew Woods Primary School has the right to feel welcome, secure and happy and this is essential to ensure all members of the school community achieve their maximum potential. Bullying in any form prevents this happening and restricts equality of opportunity. It is our aim to ensure systems are in place to address any issues of bullying, increase understanding for bullied pupils and help build an anti-bullying ethos in the school. We are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere.

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All stakeholders should know what the school policy on bullying is, and follow it when bullying is reported
- All pupils and parents should know the school policy on bullying, and what they should do if it arises
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported if bullying is reported.
- Bullying will not be tolerated

CODE OF CONDUCT

The following Code of Conduct was written after initial staff training and then staff and pupil consultation.

*Always do my best
Imagine, Creative, Achieve
Be kind and respectful to others
Connect, Listen, Appreciate
Care for one another and our environment
Forgive, Laugh, Share
Everyone's voice should be heard and valued
Believe, Hope, Pride
Working together to become responsible citizens*

The Code of Conduct has been shared with parents and is included on the school website. The code is referred to when addressing behaviour and bullying issues. This is the expectation for all of our pupils.

TYPES OF BULLYING

Bullying of any kind is unacceptable at our school. Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and or distress to the victim. Bullying can be:

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Emotional: being unfriendly, excluding, tormenting

Physical: pushing, kicking, hitting, punching or any other form of violence

Racist: racial taunts, graffiti, gestures

Sexual: unwanted physical contact or sexually abusive comments

Homophobic: comments or actions focusing upon the issue of sexuality

Verbal: name calling, sarcasm, spreading rumours, teasing

Cyber: All areas of the internet, such as email, internet chatroom, posts of social media sites; mobile threats by text messaging / calls; misuse of associated technology (ie cameras and video facilities)

Pupils will be taught through the curriculum about bullying through 'STOP'. This reminds them that bullying is **SEVERAL TIMES ON PURPOSE**. The curriculum delivered will teach pupils the difference between falling out and bullying.

PREVENTIONS

We will use these methods to help prevent bullying:

- establish a Code of Conduct that reflects expectations for all members of the community to follow
- Train KS2 pupils as anti bullying ambassadors (through the Diana Programme)
- Assemblies delivered by the ambassadors explaining their policy
- read stories, poems and about real life issues involving bullying
- circle time / collective worship sessions
- School council meetings
- incorporate Anti-Bullying week into the school curriculum (November)
- include safer internet day into school curriculum annually (February)
- deliver assemblies to reinforce the key messages
- work with the NSPCC (bi-annually to deliver workshops in KS2)
- work with theatre groups (Altru, Black Box etc) to deliver anti bullying messages
- staff to access KIDSCAPE anti-bullying materials to support their work in class
- Pupils will be taught what bullying is -STOP - bullying is **several times on purpose** and STOP by encouraging them to **start telling other people**.

SIGNS AND SYMPTOMS

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

- has poor attendance
- advises is ill frequently
- is reluctant to come into school building at the start of the day
- becomes withdraw, anxious or lacking in confidence
- starts stammering
- has damaged / missing possessions
- shows changes in usual behaviour (aggressive, disruptive, unreasonable)
- stops following the Code of Conduct and show challenging behaviour themselves
- has unexplained cuts and bruises
- is bullying other pupils / siblings
- stops eating
- over eats
- is frightened to say what is wrong

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- is afraid to use the internet / mobile phone
- is nervous and jumpy

These signs and symbols are just examples; many others could be displayed. They could indicate other problems, but bullying should be considered a possibility and should be investigated.

PROCEDURES

1. Pupils encouraged to report bullying incidents to staff.
2. All incidents are recorded on **cpoms** (electronic recording system) therefore alerting the headteacher / deputy head
3. The bullying behaviour or threats of bullying will be fully investigated and the bullying stopped quickly
4. Support will be given to help the pupil bullying to stop their behaviour
5. In serious cases parents will be informed and will be expected to attend a meeting to discuss the bullying
6. If necessary and appropriate, the Community Police Officer will be consulted. They may attend the meeting with parents

OUTCOMES

1. The pupil bullying will be asked to genuinely apologise.
2. Depending upon the nature of the bullying, other consequences may take place as deemed appropriate.
3. In serious cases, fixed term or permanent exclusions may occur.
4. Upon return to school, the pupil will need to show remorse for their actions and pupils will be reconciled
5. Following any incidents, members of staff (teachers, teaching assistants, lunchtime supervisors and members of the senior leadership team) will monitor the pupils involved to ensure repeated bullying does not take place.

REVIEW

The policy is monitored and reviewed by staff and governors annually.