



DRAFT ANTI BULLYING POLICY

(Based on information from 'Creating a PSHE education policy' from the PSHE Association)

School: Kirkham & Wesham Primary										
Consultation has taken place	The school workforce	Governors	Children & young people	Families						
	date: Summer '18	date: Autumn '18	date: Autumn '18	date: Autumn '18						
Date formally approved by Governors:										
Date policy became effective:			Review date: Autumn '20							
Person(s) responsible for implementation & monitoring	Rhiannon Jones, Dawn Hankinson & Joy Norris									
Links to other relevant policies	Behaviour	Safeguarding	SEND inclusion	Equalities						
	Confidentiality	SMSC	PSHE	Visitor						
	Online safety	Whistleblowing								
<p>Definition of bullying behaviour including prejudice based bullying: DfE Preventing and tackling bullying. (2014) Advice for headteachers, staff and governing bodies: Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.</p> <p>Anti-bullying Alliance Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.</p>										
<p>Basic information This policy covers our school's approach to anti bullying and the management of any bullying incidents. It was produced through consultation with the pupils, staff, parents and governors. Parents and carers will be informed about the policy through the school newsletter and the policy will be available to parents and carers through the school website.</p>										
<p>What values will we promote? At Kirkham and Wesham Primary School 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.</p> <p>Our whole school approach to anti bullying is promoted through our school values. Our six clearly defined values have been identified by the Pupil Council in collaboration with their peers, the school staff and governing body. They are:</p> <table style="margin-left: auto; margin-right: auto; border: none;"> <tr> <td style="padding: 5px;">Kindness</td> <td style="padding: 5px;">Respect</td> <td style="padding: 5px;">Honesty</td> </tr> <tr> <td style="padding: 5px;">Pride</td> <td style="padding: 5px;">Resilience</td> <td style="padding: 5px;">Responsibility</td> </tr> </table> <p>We believe that these values are important, not just in school, but as lifelong values. As such, we expect all members of the school community to demonstrate these values and to model inclusive and non-derogatory language at all times.</p> <p>At KWPS we strive to be an Anti-Bullying School and so bullying behaviour of any kind is unacceptable. If bullying behaviour does occur victims, or bystanders, are expected to challenge behaviour and to tell someone to ensure that incidents are dealt with promptly and effectively.</p>					Kindness	Respect	Honesty	Pride	Resilience	Responsibility
Kindness	Respect	Honesty								
Pride	Resilience	Responsibility								



School aims and objectives

Our mission statement states that;

“At Kirkham & Wesham Primary School we provide a caring, happy and safe learning environment in which all children are valued and encouraged to develop confidence and self-discipline. Through a rich and exciting curriculum, we enable all pupils to achieve their full potential.”

Through this statement we believe every member of the school community has a responsibility to help create a culture of mutual respect and to stand up to any bullying behaviour. These actions are fundamental to the promotion of the British Values of democracy, the rule of law, individual liberty, tolerance and mutual respect.

Our aim to promote a bully free environment is further evident through our school rules which have been created by the Pupil Council in collaboration with their peers, the school staff and governing body. Our rules are:

1. We sit smartly and listen carefully.
2. We do as we are asked first time.
3. We keep ourselves and others safe.
4. We are kind, polite and respectful.
5. We work hard and try our best.
6. We look after all property and equipment.

We recognise that bullying hurts. No one deserves to be a victim of bullying and everybody has the right to be treated with respect. Following consultation with parents, pupils and staff we have established the following four key objectives.

- All members of the school community should have an understanding of what bullying behaviour is.
- All members of the school community should know what the school policy is on bullying behaviour and follow it when bullying behaviour is reported.
- As a school we take bullying seriously. Members of the school community should be assured that they will be supported when bullying behaviour is reported.
- Bullying behaviour will not be tolerated.

On considering these main objectives the Pupil Council has established a child friendly Anti-Bullying Charter for the school. This charter details the pupils' expectations of their peers and also the pupils' expectations of the staff. A copy of this charter has been included in appendix 1.



Who will be responsible for the overarching behaviour and anti-bullying strategy?

At KWPS we recognise that, although driven the Head Teacher, it is the responsibility of every member of the school community to implement this policy. To assist with the implementation, a copy of the policy has been issued to staff and members of the governing body. The Pupil Council have also issued each child with a child's version of this policy and copies are located in each classroom. Parents have also been made aware of the policy and copies are available to view in the school office and on the school website.

To ensure that this policy continues to be implemented effectively it is reviewed and highlighted to school community during Anti Bullying week each November.

Who will be responsible for teaching any programmes addressing bullying?

The school will support members of staff to address bullying by: providing appropriate and regular training to give all staff the knowledge, skills and confidence to teach pupils about diversity and the effects of bullying.

KWPS Staff are knowledgeable about the different forms of bullying and are confident about how to tackle different forms of discrimination.

KWPS will also ensure staff consistently and firmly challenge inappropriate interactions, including prejudice-based and aggressive language by promoting an ethos that is caring, friendly and safe and discourage behaviour that is unkind towards others. To assist us with promoting good behaviour, staff will regularly discuss what is appropriate and acceptable during class lessons and school assemblies.

Governors will be involved by primarily having termly updates in the Headteacher's Report. Governors are also regular visitors to school and so are able to observe and monitor behaviour during those visits. Finally, representatives of the Governing body will meet members of the Pupil Council on a regular basis and will be able to talk to children about all matters relating to behaviour and Anti-bullying. Should any serious incident occur, the Chair of Governors will be informed and kept up dated on any ongoing situation.

Creating a safe and supportive learning environment

At KWPS there are clear expectations and rules about how pupils should interact with each other and respect for individual differences has a high profile. We aim to create a safe and supportive learning environment by actively encouraging the formation of good child-child and child-adult relationships. We believe that good relationships can play a vital role in eradicating bullying behaviour. Incidents are also less likely to occur when pupils have a good circle of friends to support them. The formation of good adult-adult relationships is also encouraged as it provides pupils with excellent role models and these can be highly influential.

Furthermore, we will ensure that where pupils indicate or staff identify, that they may be vulnerable and at risk, they will get appropriate support from the school's Learning Mentor. Time will be allocated to allow vulnerable children to spend time alone with the Learning Mentor and, if appropriate, with any perpetrator(s). There are rigorous systems to identify pupils who may be vulnerable and at risk.

Throughout KWPS, we create a positive visual environment that makes sure all feel welcome regardless of race or ethnicity, faith or belief, gender, disability, gender reassignment and sexual orientation. Alongside our environment we aim to provide a curriculum that reflects the diversity of the world around us. Through lessons the school seeks to provide a safe, secure learning environment that enables children and young people to gain accurate knowledge, develop their own values and attitudes, and develop skills to grow into happy confident successful adults.

All members of the school community are encouraged to firmly challenge inappropriate interactions, including prejudice-based and aggressive language.



Anti-bullying in the curriculum

While promoting the values above, we will ensure that pupils are offered a balanced curriculum including anti-bullying issues by addressing these through social skills activities such as:

- Cooperative group activities
- Circle time activities
- School trips
- School council activities
- Drama & role play
- Problem solving tasks
- Examining spiritual and moral attitudes, values and beliefs

We will use the whole curriculum as a vehicle to address diversity issues and to ensure equality for all by

- providing children with positive role models in the school community
- promoting positive role models from a range of diverse groups
- challenging stereotypes

We will take part in national "Anti-Bullying Week" each November. During this week we tackle many issues related to bullying behaviour and aim to raise the awareness of types of behaviour that are unacceptable. These weeks have proved highly successful and allow the whole school community to tackle this difficult issue.

To assist us with promoting good behaviour, we regularly discuss what is appropriate and acceptable during school assemblies. Pupils may also be rewarded for appropriate behaviour through our Child of the Week Assembly which is held each Friday. We are also able to use assembly time to tackle any rise in incidents in an immediate and reactive manner.

We will develop empathy in pupils so they understand the effect that bullying can have on people, so they take responsibility for trying to prevent bullying.



What are the aims and objectives of our programme?

Our programme aims to prepare children for adult life by supporting them through their emotional development, helping them to understand themselves to develop their sense of self, respect others, to form and sustain healthy relationships. It enables them to learn the skills and be confident enough to access confidential services when necessary to support their emotional needs.

The curriculum will offer pupils a wide range of opportunities to develop their knowledge and understanding of diversity and an assortment of strategies to protect themselves from bullying. It will help pupils to understand the difference between banter and interactions that can threaten or hurt others.

What are our intended outcomes?

The learning outcomes of our bullying prevention programme are that pupils will:

- know and understand what is meant by bullying and their role to ensure this a bully free zone
- understand they have a right to feel safe and happy
- understand they have a responsibility to report any bullying they experience or witness
- be empowered to speak out against bullying

What topics will be covered and when?

In all year groups, the majority of Anti-bullying lessons will be covered through the activities detailed in the Life Education SCARF programme. This programme provides a whole school approach to emotional health and well-being and through the lesson we will inform, educate and provide children with the skills to deal with bullying. We will enable children to recognise feelings, build friendships, build personal resilience and learn to have the confidence to say no in difficult situations.

How will we assess this learning?

We will assess pupils' learning through discussion, feedback and closely monitoring any bullying incidents that occur in school.

SEND, inclusion, equality and diversity

At KWPS we promote the needs and interests of all pupils, irrespective of difference, ability or aptitude. We are acutely aware that SEN pupils; those of different faiths or beliefs and race; pupils who identify as LGBT are more likely to be victims of bullying. As a result, staff are aware of the need to support and monitor pupils from these vulnerable groups.

As a school we actively promote social learning and expect our pupils to show a high regard for the needs of others. We expect all members of the school community to treat others with respect and kindness.

How will we ensure that our equalities duties are fulfilled?

The school is aware of the protected characteristics identified in the 2010 Equality Act which are: race or ethnicity, faith or belief, gender, disability, gender reassignment and sexual orientation. At KWPS we also strive to create equality for all our pupils whatever their educational needs or family situation.

As a result we constantly strive to:

- eliminate discrimination or harassment
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations across all characteristics.

At KWPS we will ensure equality by providing opportunities and encouraging all our pupils in a fair and equitable manner.



Reporting and recording of incidents

Within KWPS all members of the school community know that it is “O.K. to tell”.

When bullying behaviour has been exhibited children are encouraged to report it by telling an adult who would then follow the procedures outlined in our school Behaviour Policy. Children may also place a note in the “Worry Box” located outside the Year 6 class room. This box is checked regularly and any issues are followed up.

At KWPS all members of staff are expected to intervene immediately or respond promptly to bullying or , discriminatory and prejudicial behaviour concerns raised by a child. Staff are expected to talk to the children concerned and record details of any bullying concern or incident on the CPOMS system. The Headteacher, Key Stage Leader and class teacher(s) of the victim(s) and perpetrator(s) should be linked to any concerns or incidents noted on CPOMS.

If any adult, who is a regular visitor to the school, has concerns about a child who may be exhibiting bullying, discriminatory or prejudicial behaviour towards themselves, other children or staff members, they should talk to a member of staff. That member of staff should then follow the procedures outlined in the school’s Behaviour Policy

Parents are also regularly reminded of the school’s open door policy and are encouraged to talk to class teachers if they have any concerns. If a parent contacts the school regarding bullying, discriminatory or prejudicial behaviour then notes of the conversation and concerns that they raise should be noted on the CPOMS system. The Headteacher, Key Stage Leader and class teacher(s) of the victim(s) and perpetrator(s) should be linked to any concerns or incidents noted on CPOMS.

Responding to incidents

When any bullying incident occurs we believe it is our responsibility to support both the victim(s) and perpetrator(s). During and immediately after incidents the child(ren) exhibiting bullying behaviour, and the victim(s), will be offered the opportunity to talk to an adult in a safe and none judgemental environment. These discussions may be held individually or with both the victim(s) and perpetrator(s) together. This action will be taken by the Headteacher, in cooperation with class teacher(s), and will be as immediately as is practically possible. All incidents are to be dealt with in line with School’s Behaviour Policy and staff will take appropriate action to try to ensure further incidents do not occur. In serious cases, the LEA may become involved, and extreme cases may warrant exclusion.

Following an incident the Headteacher will work with the class teacher(s) to ensure that the action taken has been effective and that there have been no further incidents.

Pupils will also be encouraged to participate in class/group PSHE activities that focus on dealing with and exhibiting appropriate behaviour. Time may also be allocated with the school’s Learning Mentor to address any underlying issues or allay any concerns.

The Headteacher will regularly monitor incident forms to establish any patterns in the number or type incidents. Any concerns will be closely monitored and conveyed to all staff.

If there are any complains about the way in which bullying incidents have been dealt with then those concerned may be directed to the Procedures for Handling Complaints document on the school website.

**Pupil voice including those who are less vocal and visible?**

Pupils have been involved in the creation of this policy through discussions with Pupils Council Reps who, in turn, discussed this with their peers.

Pupils' needs and issues they are facing will be identified through the Worry Box, Pupil Council Suggestion Box and Pupil Council Reps.

Pupils' views on the best way to support them in facing these issues will be gathered via class, assembly and Pupil Council discussions.

What is our policy on confidentiality?

The school has clear protocols in place for how to deal with information which maybe sensitive and/or confidential

The school has a range of strategies and contacts to enable pupils to access confidential support.

How will parents and carers be involved?

We are committed to working with parents and carers and recognise that communicating with parents in such situations is vital. The parents of both parties involved will be offered support and advice. External agencies may be contacted for guidance if staff or parents request additional support.

Staff wellbeing

The school takes into consideration and addresses staff health and wellbeing by ensuring staff feel comfortable enough to approach and talk to senior management about any worries and concerns.

The school signposts information and services to support staff wellbeing in relation to bullying behaviour within and beyond the school by making information available in the staff room. Staff also have access to copies of the Whistleblowing Policy in the staffroom.

Useful Websites:

Anti-bullying Alliance - <http://www.anti-bullyingalliance.org.uk/>

Kidscape - <https://www.kidscape.org.uk/>

NSPCC - <https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>

Stonewall - <http://www.stonewall.org.uk/get-involved/education>

Educate and Celebrate - <http://www.educateandcelebrate.org/>

Prevent for Schools - <http://www.preventforschools.org/>

UK Safer Internet Centre - <http://www.saferinternet.org.uk/>