





The Kite Primary Federation

Anti-Bullying Policy

Description:	This document outlines the Federation's policy on Anti-Bullying
Status:	Non Statutory Policy
Policy Audience:	Staff, Pupils & Parents/Carers/Visitors
Federation Contact:	EHT / DHT
Governor Committee:	Policies
Approved:	Spring 2024
Frequency of review:	Annual
Latest Date for Next Review:	Spring 2025

Executive Head Teacher	Sign & Date:	 29/2/24
Chair of Governing board	Sign & Date:	 29/2/24

Statement

Bullying will not be tolerated at The Kite Primary Federation. It is the ethos of The Kite Primary Federation to give our pupils resilience and the skills and strategies to manage incidents of hurtful behaviour and to build positive relationships with each other. We believe that, when a child demonstrates unacceptable behaviour, it is the behaviour which is unacceptable and not the child.

Introduction

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Definition

Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as:

The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Non-verbal communication –unkind looks and expressions, hand gestures
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.
- Prejudice –based bullying related to special educational need, sexual orientation, sex, race, religion and belief, social deprivation, gender reassignment or disability

Aims and Objectives

This policy is designed to ensure that, as a Federation, we are alert to signs of bullying and act promptly, firmly and consistently against it.

We aim:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To take positive action to prevent bullying from occurring through giving our pupils the strategies and skills to cope through effective teaching.
- To show commitment to overcoming bullying by practising zero tolerance.
- To ensure that all pupils, staff, governors and parents are aware of the Federation's opposition to bullying and that each person is clear of their responsibilities with regards to the eradication of bullying.
- To inform pupils and parents of the Federation's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.
- To have a consistent approach for dealing with any incidents of bullying that may occur.
- To ensure that all bullying incidents are resolved satisfactorily within the shortest time frame possible.

Roles and Responsibilities

Federation, Whole School and Individual Staff Responsibilities;

Suspected bullying should never be ignored and all forms of bullying should be taken seriously with intervention to prevent incidents from taking place.

Staff will:-

- Foster opportunities for children to learn to care for one another, living out the Federation's core Christian values.
- Never make premature assumptions.
- Listen carefully to all accounts and investigate as fully as possible.
- Log incidents of bullying behaviour on Smoothwall
- Where incidents of bullying behaviour have occurred, follow-up repeatedly, checking bullying behaviour has not resumed and log on Smoothwall.
- Use of a range of teaching and learning styles and strategies which challenge bullying behaviour.
- Use interventions which are least intrusive and most effective.
- Act as a role model for children in their relationships with adults and children.
- Do all they can to support the child who has experienced bullying behaviour, ensuring that they find time to allow children to talk about any concerns. Conversations and support are logged on Smoothwall.

- Ensure that children are well supervised at all times.
- Create a classroom climate of trust and respect for all by praising, rewarding and celebrating the success of all children.
- Ensure that opportunities to develop skills and strategies to cope with unacceptable bullying type behaviour are given to our pupils through PSHE, anti-bullying assemblies and workshops.

The Executive Headteacher will:-

- Establish opportunities for children to learn to care for one another within the framework of a Christian community.
- Implement the anti-bullying strategy and ensure that all staff (teaching and support) are aware of this policy and know how to deal with incidents of bullying.
- Monitor Smoothwall for bullying behaviours including other behaviour incident that indicate a pattern of bullying behaviour. Report to the Governing Board in the EHT written report any logged incident of bullying behaviour.
- Ensure that every child knows bullying is wrong and that it is totally unacceptable behaviour.
- Set a Federation climate of mutual respect and praise for success, thereby making bullying less likely.
- Inform parents if their child has been involved in bullying, whether as a victim or perpetrator and work with parents to support the children.
- Ensure the curriculum offers regular opportunities for children to understand the implications of bullying and the appropriate action to take

Governors will:-

- Support the Executive Headteacher in all attempts to eliminate bullying from the Federation.
- Monitor incidents of bullying that occur and review the effectiveness of this policy.
- Require the Executive Headteacher to keep accurate records of all incidents.

Parents

When parents raise a concern that their child is being bullied this must be logged on Smoothwall and further enquires made with the outcomes logged on Smoothwall.

Parents of a child who has experienced bullying behaviour are expected to:-

- Talk to the child about any incident and reassure them that telling an adult was the right thing to do.
- Make a note of what the child says.
- Make clear to the child that, if any further incidents occur, they should tell a teacher or other member of staff straight away.
- Make an appointment to speak to the child's teacher as soon as possible.

Parents who suspect their child has experienced or is experiencing bullying behaviour should not take matters into their own hands.

If, after investigation, bullying behaviour has occurred, parents of the child who has displayed this behaviour should:

- Discuss the issue with the child's teacher and agree a course of appropriate actions or sanctions in line with the Federation's behaviour policy.
- Talk to the child and explain that bullying behaviour is wrong and hurts others.
- Regularly discuss with the child how things are going at school.
- Praise and encourage the child when they are being kind and considerate to others.

Pupils

Pupils will do their best to:-

- Tell an adult (eg parents, other relation, Executive Headteacher, teacher, teaching assistant, lunchtime controller) or go with a friend to tell an adult if they are worried.
- Have a responsibility to tell an adult if they see unkind behaviour.

Procedures and Recording

Recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be part of a number of incidents which are serious for the individual child.

The following steps will be taken when dealing with any incident:

- All reported incidents will be investigated immediately by the member of staff who has been approached or witnessed the incident. These will be logged on Smoothwall.
- The child reporting the incident will be listened to and will be assured that they feel that their concerns are being taken seriously.
- When investigating the incident, the account will be listened to from both sides, without prejudice or assumptions made.
- Immediate support will be provided for the victim, with the aim of restoring self-esteem and self-confidence.
- Where a child has engaged in unkind or bullying behaviour, they will be talked to about their behaviour, making it clear that this kind of behaviour is unacceptable and the child will be helped to see how their behaviour must change in the future.

Following a thorough investigation by school staff incidents, including discussions with parents, pupils and staff will be logged on Smoothwall and monitored by the Executive Headteacher or Deputy Headteacher.

For serious incidents of bullying behaviour, the parents will be invited to discuss the situation with the Executive Head Teacher or Deputy Headteacher where an appropriate course of actions or consequences in line with the behaviour policy will be implemented.

Actions which may be taken

- Establish and carry out appropriate consequence(s) including an apology or letter of apology to the victim
- Keep all relevant staff fully informed about the incident and about all subsequent action.
- Expect all staff to 'keep an eye' on the children concerned, especially at break and lunch times.
- Monitor the situation regularly, including talking to the victim, to ensure the bullying behaviour has stopped.
- Ask parents into school to discuss the situation if their child is repeatedly involved in unacceptable incidents.
- Contact external agencies for advice and support in more extreme cases where the above has proven ineffective.

In extreme cases, a fixed term suspension may be necessary.

Support

Pupils who have been bullied will be supported by being offered an immediate opportunity to discuss the experience with a member of staff.

- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.
- Pupils who have bullied will be helped by:
 - Discussing what happened.
 - Discovering why the pupil became involved.
 - Establishing the wrongdoing and need to change.
 - Informing parents or guardians to help change the attitude of the pupil.

Incidents of bullying outside the schools' premises

Bullying can often take place outside the school and online. Where this occurs, we will work with the parents and children involved to raise awareness of online safety; including the use of social media and its impact (most social media platforms are not recommended for children under 13 years).

Should bullying behaviour occur in the community we will engage with the appropriate bodies and professionals to ensure awareness and that incidents are dealt with. We may ask other professionals (such as the local police, charities etc.) to run workshops and raise awareness in school.

Monitoring and Review

Monitoring, Evaluation and Review of this policy will take place annually as part of the Safeguarding programme and in line with the behaviour policy. The Designated

Safeguarding Leads will review incidents on Smoothwall to identify patterns and also incidents within the bigger picture of the behaviour logs.

The Executive Headteacher will report termly to governors about the effectiveness of the policy.