



*Kirkstall St Stephen's
C of E (VA) Primary School*

Anti-Bullying Policy

February 2022

This school is committed to safeguarding and promoting the wellbeing of all children, and expects our staff and volunteers to share this commitment.

Kirkstall St Stephen's Primary School

Name of Policy

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KSS School Mission Statement

We are cherished, we are challenged, we are children of God

Our Vision

We are cherished – we aim to create a caring environment where all children and staff feel welcome, valued, supported and respected.

We are challenged- through a stimulating and challenging learning environment, where achievements are recognised but it is also safe to fail, increasing our resilience.

We are children of God – we recognise the value of each and every individual, encouraging everyone's unique spiritual development and potential.

Our Ethos Statement

Our school ethos is represented by the KSS Values Tree; showing children's growth as a tree planted firmly into God's sustaining love and rooted in our school values of: trust, justice, perseverance, respect, thankfulness and forgiveness.

This is based on Psalm 1:1-3.

Happy are those

who reject the advice of evil people,
who do not follow the example of sinners
or join those who have no use for God.

2

Instead, they find joy in obeying the Law of the LORD,
and they study it day and night.

3

They are like trees that grow beside a stream,
that bear fruit at the right time,
and whose leaves do not dry up.
They succeed in everything they do.

Anti- bullying Contract

We at St Stephen's CE Primary School endeavour to create a safe and stimulating environment where everyone knows that they are valued. A person has the right to be treated with respect and has the responsibility to treat others in the same way. Children are given confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

Definition

Bullying is a conscious and wilful repetitive act of aggression and/or manipulation by one or more people against another person or people. It is also an abuse of power by those carrying out the bullying, which is designed to cause harm. If bullying is allowed it harms the perpetrator; the target and the whole school community and the culture of safety and wellbeing in our school.

Bullying happens when people act

- Deliberately
- Repeatedly
- Cowardly

Bullying takes many forms, it can be;

- Physical; hitting, kicking and taking belongings
- Verbal; name calling, insulting, making offensive remarks
- Indirect; spreading nasty stories and spreading rumours
- Cyber- bullying (through text messages, email, social media sites)

Aims and Objectives

- To promote a secure and happy environment free from threat, harassment or any type of bullying behaviour
- To create a school ethos in which bullying is regarded as unacceptable
- To produce a consistent school response to any bullying incidents that may occur
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps maintain bullying-free environment

Curriculum

Our PSHE curriculum 'You me and PSHE' includes topics that constantly promote equality and acceptance to encourage kindness to self and one another.

Two specific topics in Year 3 and year 5 relate directly to bullying. Please see below the overview for each:

Year 3: Keeping safe and managing risk: Bullying – see it, say it, stop it

Pupils learn:

- to recognise bullying and how it can make people feel
- about different types of bullying and how to respond to incidents of bullying
- about what to do if they witness bullying

Year 5: Identity, society and equality:

Stereotypes, discrimination and prejudice (including tackling homophobia)

Pupils learn:

- about stereotyping, including gender stereotyping
- workshop from Diversity Role Models or Equaliteach
- about prejudice and discrimination and how this can make people feel

Procedures for dealing with the subject of bullying in school

Bullying is always unacceptable and always serious. We are committed to creating a safe environment where children can learn and play, can talk about their worries, confident that an adult will listen and offer them help

First and foremost our school PHSCE curriculum will ensure that each Year Group addresses issues related to bullying. This may take the form of an explicit approach or maybe implicit, in terms of looking at friendships and valuing each other; appreciating differences, to develop individual self-confidence. In addition to this, the issue of bullying in its many forms is the focus of circle times and discussions, also we will include an 'Anti-bullying' week into the school calendar each year.

Dealing with incidents of Bullying

We have two aims when reacting to incidents of bullying

1. To make the child who has been bullied feel safe
2. To encourage better behaviour from the child who has displayed bullying behaviours, the colluders and the by-standers

Minor Incidents

These will be dealt with by the class teacher, teacher on playground duty or dinner supervisors. The class teacher should be informed, and the incident will be recorded on Cpoms and sent to the head teacher, deputy head and class teacher.

Child's name

Time and date

Incident details and action taken

Major Incidents

These would include physical attack on a child, verbal abuse, dissent towards an adult, swearing, and persistent incidents over a period of time. Incidents must be recorded on Cpoms. Where these incidents occur at a dinner time the child concerned will be sent to either the Headteacher or Deputy Head or another member of the senior leadership team. It may be necessary to provide support for the victim which would include learning mentor involvement. Parents would be informed, following discussion with the Headteacher.

Bullying Outside the School Premises

Bullying outside school is any incident of bullying which occurs anywhere off the school premises, such as on school or public transport, outside of local shops, in the town or village centre or cyber bullying

Headteachers have the legal power to discipline their pupils for bullying incidents that occur outside of school premises, as described above. The Headteacher is only permitted to discipline the pupil to a reasonable extent, in line with the school behaviour policy. The DfE'S guidance for preventing and tackling bullying states that 'where bullying outside the school is reported to school staff, it should be investigated and acted on'

Sanctions

In all cases of bullying the intention is to resolve the problem. Care should be taken not to stereotype children. Those involved in bullying others need encouraging to behave in a way which reflects our commitment to caring for each other. When sanctions are applied they will follow those in our Behaviour Policy.

Sustained incidents of bullying

If the child who is bullying does not respond to the sanctions in place in the first instances the consequences for persistent bullying are;

- Move from the current classroom
- Exclusion from the playground at playtimes
- Exclusion from the school premises at playtimes
- Arrangement for the parent to bring the child to school and collect them if this isn't part of their normal routine
- Temporary exclusion
- Permanent exclusion

Support

Victims of bullying may need ongoing support. This can be provided in a variety of ways including

- Talking to an adult
- Learning mentor involvement – discussion, activities, booklets on bullying, software, materials from e.g. Childline
- Informing parents
- Access to “Chill Out” Club
- Raising staff awareness
- Circle time – an opportunity for the children to discuss issues and express their feelings and viewpoints within clearly agreed boundaries e.g. not naming individuals
- Questionnaires
- School Council discussions
- Assemblies
- Home visits
- Worry Box – a place to write down your worries for an adult to see

Support for the perpetrator will take place in the form of

- Access to Learning mentor
- Behaviour plans
- Meeting with parents on a regular basis
- Member of SLT meeting with child and also catching up with teacher regarding behaviour

The Role of the Governing Body

The Governors on the Curriculum Committee will monitor the effectiveness of this policy.

Staff & Governors will ensure the policy is adhered to and revised as appropriate.

The Governing body, Headteacher and the Deputy Headteacher will review the needs of the teaching and support staff and provide INSET via external courses and in school training. The needs of the school, pupils and the interests of staff will also be taken into account when planning INSET.

Policy links

Behaviour policy

Safeguarding and welfare policy