



Kensington Avenue Primary School

Anti-Bullying Policy

Agreed and Approved by	Local Governing Body
Date Approved	December 2022
Date to be Reviewed	December 2023
Version	3

INTRODUCTION

Everyone at Kensington Avenue Primary School has the right to feel welcome, secure and happy. We aim to provide a safe, caring and friendly climate for learning for all our pupils to allow them to improve their life chances and help them maximise their potential. We also aim to produce an inclusive environment for all pupils, which openly discusses differences between people and celebrates diversity.

We expect pupils to act safely and feel safe in school, including that they understand the issues relating to bullying and that they feel confident to seek support from school should they feel unsafe. We also want parents to feel confident that their children are safe and cared for in school and incidents, when they do arise, are dealt with promptly and well.

The school is aware of its legal obligations (see section F), including the Equalities Act 2010. We are aware of our role within the local community supporting parents/carers and working with other agencies outside the school where appropriate.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school. The policy has been reviewed by School Council and they have made suggested changes to it so that it is clear to follow.

AIMS AND OBJECTIVES

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

Through raising awareness about bullying behaviour we aim to prevent bullying.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety and that the following principles underpin bullying:

- Bullying relies on witnesses doing nothing to stop the bullying.
- Tackling bullying is the responsibility of every person and every service.
- Bullying can happen anywhere.
- Anyone can be a victim or a perpetrator of bullying.

Our strategy is based on the following commitments:

- To ensure that bullying and harassment rarely occurs and is always dealt with;
- To promote children and young people's voices with regard to bullying and harassment;
- To ensure that the anti-bullying policy is clear, available and followed by everyone;
- Ensure that staff are aware of their responsibilities and work in partnership with pupils and families to tackle bullying, using outside agencies where appropriate;
- To support the development of positive emotional health and wellbeing in children and young people;
- To promote hate incident reporting;
- To provide a range of training opportunities so that staff feel equipped and ready to deal with reports confidently;
- To provide advice and guidance on issues relating to bullying so that it is recognised by pupils, staff and families;
- To record and monitor incidents of bullying in schools, using the data to look for trends/ characteristics of those reporting bullying and undertaking the behaviours;

- KAPS playground buddies and wellbeing ambassadors model exemplary behaviour and are looking out for bullying or signs of bullying and reporting it to adults.
- 'Worry boxes' are in place in each classroom for any child to access. These can be used to raise any concerns regarding bullying for the class teacher to be made aware of, taking action accordingly.

OUR ANTI-BULLYING TEAM

We have a designated team supporting the wellbeing and mental health of our school community and this includes supporting all aspects of the anti-bullying strategy:

Headteacher: Clare Cranham

Designated Safeguarding Leads: Pammy Bhambra and Gill Chamberlain

Designated Safeguarding Officers: Justine Bristow and Teresa Jones

Inclusion Assistant Head: Justine Bristow

Inclusion Assistant: Sapna Bhambra

Mental Health First Aiders: Sapna Bhambra and Lisa Allen

PSHE Lead and School Council: Menna Thompson

Staff Wellbeing Lead: Sala Ba

Healthy Lunch Co-ordinator: Natalie Tanner

Our pupils also support the identification and resolution of instances of bullying in the playground as Playground Buddies and by promoting wellbeing by being Wellbeing Ambassadors.

You will see photos of key people around school on display boards and in the toilets so children know who to go to.

DEFINITIONS of Bullying

'Behaviour by an individual or group repeated over time, that intentionally hurts another individual or group either physically or emotionally'

Preventing and tackling Bullying – Advice for School Leaders, Staff and Governing Bodies (June 2011)

'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 through cyberspace'

www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/what-bullying/aba-definition-bullying

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the child being bullied to defend themselves.
- It is usually persistent.
- It is not simply a fall-out or one-off disagreement between friends.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate related bullying and cyberbullying. If the victim might be in danger, then intervention is urgently required.

BEHAVIOUR OFTEN ASSOCIATED WITH BULLYING

Baiting

Baiting can be used as part of bullying both on and offline. To bait someone is to make a person angry by saying or doing things to annoy them and then tease them over this. Baiting is provoking others and can be used to bully them by getting a rise out of them and enjoying their upset and anger. Baiting involves getting others to comment and encourage the person to get upset.

BANTER

The dictionary describes banter as: 'the playful and friendly exchange of teasing remarks'. Bullying is often justified as being just banter. It may start as banter, but some types of banter are bullying and need to be addressed as bullying.

Types of Banter:

- Friendly Banter- There's no intention to hurt and everyone knows its limits
- Ignorant Banter- crosses the line with no intention to hurt, will often say sorry.
- Malicious Banter- Done to humiliate a person-often in public

WHAT DOES BULLYING LOOK LIKE?

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- 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.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

WHY ARE CHILDREN AND YOUNG PEOPLE BULLIED?

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Specific types of bullying include, but are not limited to:

Prejudice Related Bullying

Under the Equalities Act 2010 it is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- being married or in a civil partnership
- being pregnant or having a child

- disability
- race including colour, nationality, ethnic or national origin including Gypsy, Roma, Travellers
- religion, belief or lack of religion/belief
- sex / gender
- sexual orientation

These are called 'protected characteristics'.

As part of the requirement on schools to promote fundamental British values, we proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident, and report them to the governing body for monitoring purposes.

Other vulnerable groups include:

- bullying related to appearance or health
- bullying of young carers or looked after children or otherwise related to home circumstances

Although the above do not currently receive protection under the Equality Act 2010, bullying for these reasons is just as serious.

PREJUDICE RELATED LANGUAGE INCLUDING LGBTQ+

Racist, homophobic, biphobic, transphobic and disabilist language includes terms of abuse used towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or transsexual, or are perceived to be, or have a parent/carer or sibling who is; because they have a learning or physical disability.

Such language is generally used to refer to something or someone as inferior. This may also be used to taunt young people who are different in some way or their friends, family members or their parents/carers.

In the case of homophobic, biphobic and transphobic language particularly, dismissing it as banter is not helpful as even if these terms are not referring to a person's sexual orientation or gender identity they are using the terms to mean inferior, bad, broken or wrong. We will challenge the use of prejudice related language in our school even if it appears to be being used without any intent. Persistent use of prejudice related language and/or bullying will be dealt with as with any other form of bullying.

WHERE DOES BULLYING TAKE PLACE?

Bullying is not confined to the school premises. It also persists outside school, in the local community, on the journey to and from school and may continue into Further Education. The school acknowledges its responsibilities to support families if bullying occurs off the premises.

CYBERBULLYING

The ever increasing use of digital technology and the internet has also provided new and particularly intrusive ways for bullies to reach their victims.

Cyberbullying can take many forms and bullying online can often start in school and then be progressed online or start online and influence behaviour in school.

Whilst most incidents of Cyberbullying occur outside school we will offer support and guidance to parents/carers and their children who experience online bullying and will treat Cyberbullying with the same severity as any other forms of bullying.

Cyberbullying can include:

- hacking into someone's accounts/sites
- Posting prejudice / hate messages
- Impersonating someone on line
- Public posting of images
- Exclusion
- Threats and manipulation
- Stalking

We will ensure that our children are taught safe ways to use the internet (see our online safety policy) and encourage good online behaviour.

BULLYING CAN TAKE PLACE BETWEEN:

- young people;
- young people and staff;
- between staff;
- individuals or groups.

FIRST RESPONSES TO REPORTS OF BULLYING

Care in the way language is used is important as it can be very emotive and can 'label' children, suggesting permanence. Instead of 'victim' say person (child) who is being bullied, and instead of 'bully' say person (child) who is using bullying behaviours/doing the bullying. In this way you are labelling behaviours and roles, not children.

- remain calm;
- take the incident or report seriously;
- reassure the child receiving bullying behaviour;
- find out as much as you can about the incident;
- take action as quickly as possible;
- think hard about whether action needs to be private or public;
- should other adults be informed?
- offer concrete help and advice to the child receiving bullying behaviour;
- encourage the child using bullying behaviour to see the other's point of view;
- there must be a consequence for bullying behaviour following the school's behaviour policy;
- use of restorative justice for both children to understand each other's view point and resolve the situation.

When an incident occurs all staff will:

- record the incident on an Incident Sheet and hand it to the Head Teacher for inclusion in the Anti-Bullying record.
- Ensure the incident is resolved, but monitor the children involved discretely.
- Think ahead to prevent a recurrence.
- Follow the Behaviour Policy.

EDUCATION TO HELP PREVENT BULLYING

The school P.S.H.E. programme contains strategies which encourage children away from bullying i.e. it promotes co-operation, helpfulness and consideration for others.

ASSEMBLY Our British Values Assembly themes raise awareness of bullying and also teach other key values (such as 'Caring', 'Tolerance' and 'Respect') to deter it.

NSPCC – On a two yearly cycle, we have visits from the NSPCC who work across both key stages to highlight ways to tackle bullying.

Reactive programmes for vulnerable groups or groups involved in bullying.

For example:

- Restorative Justice
- Counselling and/or Mediation schemes
- Small group work

Support for parents/carers

- Parent information events/ information-on the school website

Support for all school staff

- Staff training and development for all staff including those involved in lunchtime and before and after school activities
- Encouraging all staff to model expected behaviour

BULLYING IS A WHOLE SCHOOL ISSUE

By involving Governors, Teachers, Education Support Staff, Parents, School Council and Pupils, people become aware of the school policy on bullying and that we are serious about tackling the problem.

KEEPING ME SAFE WEEK

By focusing on all aspects of safety and especially anti-bullying for a week each year we keep the subject in the open and give opportunities for children and parents to understand what bullying is and how to report concerns.

THE ROLE OF GOVERNORS

The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow any identified bullying to continue in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

THE ROLE OF THE HEAD TEACHER

It is the responsibility of the head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

THE ROLE OF ALL ADULTS

All adults in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place.

If adults witness an act of bullying, they do all they can to support the child who is being bullied. Teaching Assistants, Lunchtime Supervisors and other adults inform class teachers of any concerns.

Incidents which are considered to be of a bullying nature are recorded. These are monitored by the School's Senior and Extended Leadership teams.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

THE ROLE OF PARENTS

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Links with other policies:

Policy	Why
Behaviour Policy	Rewards and sanctions, Codes of conduct
Safeguarding Policy	Child protection
E-safety and Acceptable use policy	Cyber bullying and online safety
Equalities policy	Prejudice related crime (homophobia, race, religion and culture and SEN/disability)
GDPR Policy	Reporting and recording
Complaints' Policy	Guidelines to make a complaint if families are not happy with the school's response

MONITORING and REVIEW

The anti-bullying policy is reviewed annually. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

National Documents

Preventing and tackling bullying July 2017
Supporting children and young people who are bullied: advice for schools 2014
Cyber bullying: advice for head teachers and school staff 2014
Advice for parents and carers on cyber bullying 2014
Disability Hate Crime guidance
Racist and Religious Hate Crime
Tackling Homophobic Hate Crime

Further Support

Anti-bullying Alliance

The alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations that can help with bullying issues.

www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk
02077303300

Childline

Advice and stories from
children who have
survived bullying
08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus

Advice and links for
parents
www.parentlineplus.org.uk

08088002222

Parents Against Bullying

01928 576152

Young Minds

<https://youngminds.org.uk>