



**KING'S OAK PRIMARY SCHOOL**  
**ANTI-BULLYING POLICY**  
**November 2016**

Policy prepared/reviewed by: Catherine Giles and Pupils

Policy reviewed and approved by: Headteacher

Date of approval: 22<sup>nd</sup> November 2016

Date of next review: November 2018

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

**(With acknowledgement to Kidscape)**

King's Oak is a school at the heart of its community where the sense of wonder in each child is awakened, where each is valued as an individual and where gifts and talents are discovered and achievements are celebrated.

## Our Vision

At King's Oak 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. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

## What is bullying?

**Bullying is when a person, or group of people, chooses to deliberately threaten, hurt or frighten another person over and over again, for lots of days or weeks, without any reason.**

It occurs between a person or group of people who have more power than the victim. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Online all areas of the internet ,such as email, messaging, internet chat room and social networking site misuse  
mobile threats by text messaging and calls  
misuse of associated technology i.e. camera and video facilities

## Who is involved in bullying?

Many people can be involved in and affected by bullying including:

- \*the victim/s - the person or people being bullied
- \*the perpetrator/s - the person or people displaying the bullying behaviour
- \*bystanders - people who see bullying behaviour going on
- \*parents/carers of victims and perpetrators
- \*school staff
- \*friends, siblings and other family of the victims and perpetrators

## Why is it Important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it if bullying is reported.
- All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.
- As a school, we take steps to teach pupils what bullying is, the effects of bullying, how to stop it and how to treat each other with kindness and respect.

## **Signs and Symptoms of bullying**

A child may indicate, by signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant (does not go to school on purpose)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when an online message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## Procedures when dealing with bullying

1. All members of our school community (children and adults) have a duty to report bullying incidents to staff
2. Incidents of bullying are recorded by staff
3. The Headteacher or Deputy Headteacher will be informed and speak to all of the pupils concerned and support will be put in place
4. The bullying behaviour or threats of bullying will be thoroughly investigated and action taken so that any bullying stops quickly
5. The parents/carers (of victim and perpetrator) will be informed and will be asked to come to a meeting to discuss the incident unless it is possible to carry out satisfactory discussions and resolve any issues, by phone
6. If necessary and appropriate, police will be consulted
7. Support will be put in place to help the bully (bullies) change their behaviour
8. If safeguarding concerns are raised, the appropriate procedures will be followed

## Consequences for bullying

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place e.g. detention, internal exclusion to another class (HT Stage)
- 2) Suspension or exclusion will be considered
- 3) If possible, the pupils will be reconciled, with support strategies put in place
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## Prevention of bullying

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of class rules
- signing a home-school agreement
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- celebrating Anti-Bullying Week every year and raising awareness of bullying
- taking part in an Anti-Bullying Survey every year so we can make sure no-one feels they are being bullied and deal with any issues that arise
- contributing to the Anti-Bullying Policy
- weekly PHSE lessons that focus on all social and emotional aspects of learning
- progressive Sex and Relationships Education from Y1 to Y6 that includes valuing diversity, challenging stereotypes and challenging all forms of discrimination

## HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
Childline	0800 1111
NSPCC	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.