



# King David Primary School

## Anti-Bullying Policy

### **Rationale**

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour, which affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools. The school actively believes in valuing people as individuals and their right to a bully-free environment.

### **What is bullying?**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Emotional

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or reluctance to come to school. Pupils must be encouraged to report bullying in schools. It is recognised that it is up to all of the school community to resist bullying and the key role of “by-standers” will be highlighted and all children empowered to prevent bullying.

### **Aims**

Our aims are to:

- Promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- Take positive action to prevent bullying.
- Show commitment to overcoming bullying by practising zero tolerance.
- Inform pupils and parents of the school’s expectations and to foster a productive partnership, which helps maintain a bully-free environment.

### **Achieving Aims**

#### **Staff Responsibilities**

The school’s teaching and support staff, including dinner supervisors, must be alert to the signs of bullying and act promptly and firmly against it in accordance with the school policy.

In the case of serious and systematic incidents:

- The incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Headteacher.
- The Headteacher will interview all concerned and will record the incident.
- Parent will be kept informed.
- Incidents of bullying will be kept on file.
- Within the curriculum the school will raise the awareness of the nature of bullying through including in PSHE, RE, Circle Time and subject areas, as appropriate, in an attempt to eradicate such behaviour.

In the first week of each new academic year, all classes will undertake activities to develop children's understanding of bullying and how to respond to it in various contexts. This will culminate in an exhibition, to be visited by each class and parents will also be invited to see the work that has been done.

### **Additional Information to Support the Anti-Bullying Policy**

Pupils who have been bullied will be supported by:

- Offering an early opportunity to discuss the experience with their class teacher or a member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Attempting to restore self-esteem and confidence, e.g. Special Person, Buddy System and responsibilities. All members of staff will be made aware of the strategies implemented in each individual case.

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.

The following disciplinary steps can be taken:

- Official warnings to cease offending.
- Loss of playtime and/or privileges.
- Exclusion from certain areas of school premises.
- Minor fixed term exclusion.
- Major fixed term exclusion.
- Permanent exclusion.