



**KIRKBY & GREAT BROUGHTON CHURCH OF ENGLAND**  
**VOLUNTARY AIDED PRIMARY SCHOOL**

## **ANTI-BULLYING POLICY**

Everyone in our school is a valued and unique person with different gifts and skills. Guided by strong Christian principles, we work together to nurture the children emotionally, spiritually and intellectually. We encourage them to be confident and enquiring, as well as compassionate and kind, as they strive to achieve their personal best and develop a lasting love for learning and for life.

### **Rationale**

At Kirkby and Great Broughton CE Primary School we are committed to providing a supportive, caring and safe environment for all of our pupils so that they can learn in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a member of staff. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

### **Legal Requirements**

Headteachers have a legal duty under the Education Act 2006 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### **What is Bullying?**

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully.' Bullying is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting
- 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.

- Cyber - All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

A child may indicate signs or behaviour that they are being bullied (see appendix 1). Adults are aware of these possible signs, and will investigate.

### Aims

- That all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- All governors, teaching and non-teaching staff know what the school policy is on bullying and follow it when bullying is reported.
- All pupils' and parents should know what the school policy is on bullying, and what to do if bullying arises.

### Implementation

#### Schools:

The following steps may be taken when dealing with incidents.

- 1) If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- 2) A clear account of the incident is given to the headteacher.
- 3) The headteacher will speak to all concerned and record the incident.
- 4) In serious cases parents will be informed and asked to come in to school to discuss the problem.
- 5) Punitive measures will be used as appropriate and in consultation with all parties concerned.

#### Pupils:

Pupils who have been bullied will be supported by:

- 1) Offering an immediate opportunity to discuss the experience with a member of staff.
- 2) Reassuring the pupil.
- 3) Offering continuous support.
- 4) Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- 1) Discussing what happened.
- 2) Discovering why the pupil became involved.
- 3) Establishing the wrong doing and need to change.
- 4) Informing parents/guardians to help change the attitude of the pupil.

## Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise.
- 2) If possible, the pupils will be reconciled.
- 3) After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 4) In serious cases, suspension or even exclusion will be considered.

## The Curriculum

Within the curriculum the school will raise awareness of the nature of bullying in an attempt to eradicate such behaviour. This will be done through:

- PSHE and circle time activities.
- RE - looking at caring for / our treatment of others.
- Literacy - stories that raise issues.
- Drama - role play.
- Through 'one-off' events such as anti-bullying week.
- During our collective worship themes.

Where possible, and appropriate, the school will actively seek the help of outside agencies to address issues of bullying with pupils or with staff, for example, Childline.

## Monitoring, Evaluation & Review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

## Appendix 1

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.
- 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 a cyber message is received.

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