

# Anti-Bully Policy

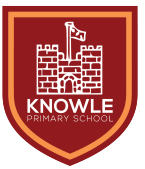
Approved by:

Local Governing Body

November 2023

Next reviewed:

November 2025



## **Anti-bullying Policy**

Statement of Intent: At Knowle Primary School, we are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere where safeguarding and welfare of all pupils is paramount: bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to inform someone and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

### **Objectives of this Policy:**

Bullying will not be tolerated in our school. All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is. All governors and teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported. All students and parents should know what the school's policy is on bullying and what they should do if bullying arises. As a school, we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.

### **Staff Responsibilities:**

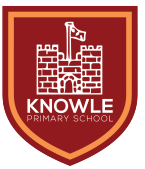
- To implement procedures to confront bullying of any form.
- To listen to all parties involved in incidents.
- To investigate incidents promptly and as fully as possible.
- To take appropriate action and to refer to SLT as appropriate.
- To share with parents of the victim and bully, incidents of serious and /or persistent bullying.
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour.
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate.
- To promote the use of interventions which are least intrusive and most effective.

## **3. What is Bullying?**

*Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. (Anti-Bullying Alliance).*

Bullying is an unacceptable behaviour, which results in someone feeling unhappy. This can be caused by physical and/or emotional upset and includes hitting, teasing, intimidation, ostracising, damaging a person's property, inappropriate use of technology (including the

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sending of inappropriate images), as well as racial harassment, sexual harassment or violence and disability harassment. Bullying is an intentional, deliberate and repetitive abuse of power and it can take on a range of different forms. Bullying is not simply two children falling out with each other.

Bullying, and bullying behaviours, might be, but not limited to, the following forms:

**-Emotional:** Derogatory name calling of an insulting and/or personal nature. Demanding money, material goods or favours by means of threat or force.

**-Physical:** Pushing, kicking, hitting, punching or any use of violence because of some perceived physical, economic, sexual, intellectual, cultural or racial difference.

**-Racist:** racial taunts, graffiti, gestures, name calling, incitement, making comments about a person's country, culture, religion or appearance, commenting on parents, spreading rumours.

**-Faith-based:** Making a person feel unwelcome and making comments with regard to their faith or beliefs.

**-Sexual:** Unwanted physical contact or sexually abusive comments. PLEASE NOTE: Any bullying of this nature will also be considered under our safeguarding policy and procedures as necessary.

**-Homophobic:** Name calling or making comments because of, or an assumption about a person's sexual orientation, commenting on slandering parents or other relations/friends, spreading rumours. Threat of 'outing' or 'emotional blackmail' because of, or focussing on, the issue of sexuality.

**-Verbal:** Name-calling, sarcasm, spreading rumours, teasing, abuse and threats. Ridiculing an individual. Any words (eg. racial, sexual, homophobic, disability etc) used in a sexual or aggressive manner designed to hurt or cause offence to others. In addition, any comments made about the size, appearance, clothing, odour, academic ability or other abilities, home 4 life, social circumstances, financial circumstances, or any other comments designed to be hurtful or words used to intimidate.

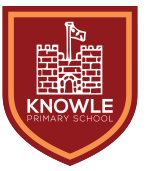
**-Written:** Any insults contained in note passing, threatening letters, graffiti, defacing any property belonging to another; or any message passed electronically by text or via the computer.

**-Interferences with another person:** Such as theft, extortion, vandalism, defacing property, ruling games, blackmail or any other activity designed to intimidate or hurt.

**-Incitement with another person:** Encouraging or forcing others to engage in bullying or bullying behaviours (e.g. blackmailing, excluding or use of threatening behaviours).

**-Sexist:** Comments or observations that are derogatory to the opposite sex.

**-Disablist:** Bullying a person because of their disability, or perceived disability.



**-Cyber:** Using the Internet, email, online games, social media or any digital technology to threaten, tease, upset or humiliate someone else. All areas of the internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, such as camera and video facilities.

**Child-on-Child Abuse:**

Child-on-child abuse is most likely to include, but may not be limited to:

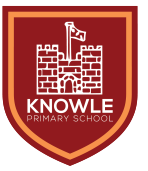
- Bullying (including cyberbullying, prejudice-based and discriminatory bullying).
- Physical abuse, such as hitting, kicking, shaking, biting, hair pulling or otherwise causing physical harm (this may include an online element, which facilitates, threatens and/or encourages physical abuse).
- Abuse in relationships between peers.
- Sexual violence and sexual harassment.
- Causing someone to engage in sexual activity without consent.
- Upskirting, which typically involves taking a picture under a person's clothing without their permission, to obtain sexual gratification or cause the victim humiliation, distress or alarm.
- Consensual and non-consensual sharing of nude and semi-nude images and/or videos (also known as sexting or youth produced sexual imagery).
- Initiation/hazing type violence and rituals, which could include activities involving harassment, abuse or humiliation used as a way of initiating a person into a group, and may also include an online element. **IMPORTANT:** Concerns or allegations of child-on-child abuse will be dealt with in line with the 5 procedures listed within this policy, but also in line with the schools Child Protection and Safeguarding Policy and Behaviour and Relationship Policy.

**Signs of Bullying:**

Possible signs of bullying are likely to include, but may not be limited to:

- Sudden absences from school, or a reluctance to come to school.
- Unexplained changes in personality or academic performance.
- Pupil stops doing previously enjoyed activities.
- Pupil becomes withdrawn.
- Physical pains (real or imagined).
- Appearance of bruises or marks, torn clothes, damaged belongings.
- Wanting to be near an adult.
- Nightmares.

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- Attention seeking.
- Misbehaviour.
- Sudden bouts of unexplained sickness.
- Indication of self-harming.
- Money is stolen or is unexpectedly asked for.
- Starting to bully others.

### **Preventative Measures to Stop Bullying:**

At Knowle Primary School, each case will be treated individually and therefore it cannot be specifically stated what action will take place. However, some or all of these actions may happen:

Each incident of bullying will be recorded.

Incidents will be reported to parents of both the victim and the bully.

Parents will be kept updated.

The children will be monitored in class and at playtime.

All staff on duty will be informed so that all adults are aware.

Talk with the 'victim' and 'bully' separately. An early resolution is sought using these tactics.

Implement consequences from the Behaviour and Relationships Policy as appropriate.

Support and counselling will be given to the children where appropriate, including the use of restorative conversations

SLT staff member will be involved and do regular check ins with the children involved. 6

The DSL will be notified immediately if the bullying involves bullying of a sexual nature, nudes or semi-nude images and will follow our safeguarding policy and approaches as necessary in dealing with the incident.

The DSL may report the incident to the police/social care or produce a MASH referral if deemed necessary.

### **Pupils who have been bullied will be supported by:**

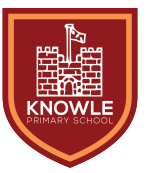
Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice.

Reassuring the pupil.

Restoring self-esteem and confidence.

Ongoing access to adult support/counselling from our pastoral team.

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**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.

Ongoing access to adult support/counselling.

**The following disciplinary steps can be taken in line with the school's Positive Behaviour Policy:**

Verbal warnings.

Loss of playtime through attending Behaviour Club for reflections and Nurture.

Time out in another classroom.

Exclusion from certain areas of school premises.

Fixed-term exclusion

Permanent exclusion.

Curriculum Content and Coverage: Further to the strategies above, a range of opportunities are thoughtfully planned into our curriculum across the school, so that our children are all aware and empowered with a breadth of knowledge and skills around this area.

A consistent and coherent PHSE curriculum and range of Spiritual, Moral Social and Cultural education opportunities are in place across the school, which emphasise positive relationships.

**Through these opportunities, children are taught to:**

See and feel another person's situation (empathy).

Relate behaviour to outcomes.

Find alternative solutions.

Recognise critical moments in extreme situations.

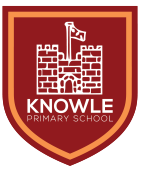
Speak up, to be able to make an adult listen and to insist on being heard.

Understand and use a language of emotions.

Recognise one's own feelings and to know when to seek support from others.

Reflect on all this and to learn from the reflection.

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Specific E-safety sessions cover online safety, consideration of the words we use online and how to deal with cyberbullying.

Anti-Bullying week is used to focus on positive relationships and strategies to deal with bullying behaviour.

All staff act as positive role models, at all times.

Monitoring: The Headteacher and the Safeguarding Team monitor incidents of bullying via CPOMs. This policy will be reviewed in line with Safeguarding and Child Protection policies on an annual basis.