Anti-Bullying Policy

Review Body	Governing Body
Author	Kelly Foster
Type of Policy	Statutory
Review Period	Annual
Reviewed	September 2026
Approved by	Governing Body
Next review	September 2027

Contents

Our Commitment 3
Definition of Bullying 3
Verbal 3
Physical 3
Social 3
Online 3
Understanding Bullying Behaviour 4
Difference between conflict and bullying 4
When a conflict occurs 4
Reasons for bullying behaviour 4
Supporting pupils 4
Responding to bullying 5
Safeguarding 5
Cyberbullying 5
Supporting adults 6
Preventing bullying 7
Involvement of pupils 7
Involvement and liaison with parents and carers 7
Link to other policies 8

DRAFT

Our Commitment

The aim of the anti-bullying policy is that all children learn in a caring and safe environment without fear of being bullied. The policy ensures there is a shared understanding of what bullying is and that all incidences of bullying are dealt with promptly and effectively. Kingswood Primary School recognises that bullying, especially if left unaddressed, can severely impact on a child's ability to learn effectively and have serious consequences for their mental well well-being. We aim to work with all members of our community to ensure bullying behaviour is always challenged and there is a shared commitment to stop it.

Definition of Bullying

There is no official definition of bullying. At Kingswood Primary School, we define bullying as "any behaviour that is intended to hurt, is repeated and where there is an imbalance of power (or it is hard for the person on the receiving end to defend themselves.)" (Kidscape 2019).

Bullying can be:

Verbal

This includes but is not limited to: name calling, taunting, teasing, making offensive comments including racist and homophobic comments, intimidation

Physical

This includes but is not limited to: kicking; hitting; pushing, pinching, damaging property

Social

Social bullying can be harder to recognise and can be carried out behind someone's back. It includes but is not limited to: lying and spreading rumours; negative facial or physical gestures, menacing or contemptuous looks; playing nasty jokes to embarrass and humiliate; encouraging others to social exclude someone; gossiping; producing offensive graffiti; taking property

Online

Online or cyber bullying includes the same unacceptable behaviours inflicted through the use of computers, phones, and other electronic devices and software such as social media, instant messaging, texts and other online platforms. It includes but is not limited to: abusive or hurtful texts, emails or posts, images or videos; deliberately excluding others online; nasty gossip or rumours; imitating others online or using their log-in.

Bullying can be a form of peer-on-peer abuse and can be emotionally abusive; it can cause severe and adverse effects on children's emotional development. Forms of bullying can happen to anyone.

This policy covers all types of bullying including:

- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology, known as online or cyberbullying

DRAFT

Understanding Bullying Behaviour

Bullying behaviour has four key aspects:

- It's hurtful.
- It's intentional.
- It's repetitive.
- It involves a power imbalance.

Difference between conflict and bullying

At Kingswood Primary School we acknowledge that conflict and friendship fallouts occur and can cause distress and upset for those involved. Everyone experiences conflict at times and at Kingswood Primary School we teach children the social skills they need to deal with conflict in healthy ways. Whereas conflict is a normal part of life, bullying is not. It is important that staff, families, and pupils are aware of when conflict turn into bullying.

When a conflict occurs

- Everyone involved has equal power in the relationship.
- Both individuals may be emotional and upset.
- They are respectful of each other even though they disagree.
- They often feel remorse and take responsibility for their actions.
- It happens occasionally and is usually not serious or emotionally damaging to either person.

Reasons for bullying behaviour

At Kingswood Primary School we talk about bullying behaviour rather than labelling a child a bully. We see bullying as a behaviour choice we can change rather than who the child is. We believe that all behaviour, including bullying behaviour, are a form of communication. As stated in our behaviour policy, all feelings are acceptable but not all behaviours. We believe we must find the reasons behind the behaviour to take appropriate actions to stop bullying from reoccurring.

Children may bully because

- They have been victim of bullying themselves
- They struggle to empathise or understand that their behaviours are upsetting to others
- They struggle to form positive relationships and seek control within their peer group
- They perceive other children as hostile even when they are not
- They struggle to ask for attention from adults or other peers in positive ways

Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns and build resilience as appropriate.
- Working towards restoring self-esteem and confidence.
- Where appropriate, and the pupil wishes to, to use restorative approaches • Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

DRAFT

Pupils who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- If online, requesting that content be removed and reporting accounts/content to service provider. • Consequences for the person who is bullying, in line with school behaviour policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

Responding to bullying

It is never a child's fault if they are bullied and they should never be told to ignore it or forget about. Reports of bullying should always be listened to and taken seriously.

The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- A member of the Senior Leadership Team will interview all parties involved.
- The school will inform other staff members, and parents/ carers, where appropriate.
- Consequences for the perpetrator (as identified within the school behaviour policy) and support for individuals will be implemented, in consultation with all parties concerned.
- Where the bullying takes place off school site or outside of normal school hours (including cyberbullying), the school will ensure that the concern is fully investigated. Appropriate action will be taken, including providing support and implementing consequences in school in accordance with the school's behaviour policy.
- A clear and precise account of the incident will be recorded by the school in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.

Safeguarding

- We understand that bullying can be a form of peer-on-peer abuse and needs to be taken extremely seriously.
- The designated safeguarding lead will be informed of all bullying issues where there are safeguarding concerns.
- If necessary, other agencies may be consulted or involved, such as: the police (if a criminal offence has been committed) or other local services including early help or children's social care if a child is felt to be at risk of significant harm. Examples of this include if a child is refusing to attend school, if a child has been physically or sexually assaulted or has assaulted another child, if a child has been subject to threats of harm, if a child's mental or physical health has been impacted.

Cyberbullying

When responding to cyberbullying concerns, the school will follow the above responses as well as:

DRAFT

- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.

Take all available steps where possible to identify the person responsible.

This may include:

- Looking at use of the school systems
- Identifying and interviewing possible witnesses
- Contacting the service provider and the police, if necessary.

Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation.

This may include:

- Support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content.
- Confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and also the school searching and confiscation policy.
- Requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies.
- Provide information to staff and pupils regarding steps they can take to protect themselves online.

This may include:

- Advising those targeted not to retaliate or reply
- Providing advice on blocking or removing people from contact lists
- Helping those involved to think carefully about what private information they may have in the public domain.

Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of staff and parent/carers, whether by pupils, parents/carers or other staff members, is unacceptable.

Adults (staff and parents/carers) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken 4 in accordance with the school's behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults (staff and parents/carers) who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.

DRAFT

- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Preventing bullying

At Kingswood Primary School we believe the key way to preventing bullying is to ensure an ethos of respect in all areas of life. Our behaviour policy outlines how we do this through the forming and modelling of positive relationships and teaching children the skills of emotional literacy and empathy

To prevent bullying the whole school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (peer on peer abuse).
- Openly discuss differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Challenge practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Act as role models to others within the school in how they treat others.
- Be encouraged to use technology, especially mobile phones and social media positively and responsibly.
- Actively create “safe spaces” for vulnerable children and young people.

Involvement of pupils

Kingswood Primary School will:

- Involve pupils in policy writing and decision making, to ensure that they understand the school’s approach and are clear about the part they have to play to prevent bullying.
- Regularly canvas children and young people’s views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Publicise the details of internal support, as well as external helplines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Involvement and liaison with parents and carers

Kingswood Primary School will:

- Take steps to involve parents and carers in develop policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying.
- Make sure that key information about bullying (including policies and named points of contact) is available to parents/carers in a variety of formats.
- Ensure all parents/carers know who to contact if they are worried about bullying and where to access independent advice.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.

DRAFT

- Ensure that parents/carers work with the school to role model positive behaviour for pupils, both on and offline.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner.

Link to other policies

- Behaviour Policy
- Learning & Teaching Policy
- Safeguarding (Child Protection) policy 18
- Special Educational Needs Policy
- Special Educational Needs and Disabilities (SEND) Report
- Equalities Policy
- Exclusion Policy
- Acceptable Use of Internet Policy
- Confiscation and Search policy

DRAFT