



# Kippax Ash Tree Primary School

## Children's Anti-Bullying Policy

**EVERYONE**, in our school has a right to feel safe, secure and happy, without fear of bullying. Every child has the right to live a life of non-discrimination language, abilities or any other status.



### Bullying:

- is hurting someone on purpose
- happens several times
- targets one person
- is when it feels hard for those being bullied to stop it happening.



### We know that bullying is:

- hitting
- kicking
- messing with or taking other peoples things
- name-calling
- being nasty about people because of who they are
- threatening to do things
- racist remarks
- homophobic remarks
- talking about your family to upset you
- spreading nasty stories about someone, including by text and email
- playing unkind jokes
- making things up to get others into trouble
- leaving people out.



### We know:-

- what bullying is and we know it happens
- we want to put a stop to all bullying
- we should respect others and ourselves
- what to do if we are being bullied
- what to do if we see someone else being bullied
- we can learn ways to overcome bullying and its effects

If we think bullying is happening we should **tell an adult** who will find out what happened and do something about it. We know that if we see bullying behaviour we should speak out and tell an adult as soon as possible.

The adult has to find out if this is repeated falling out or bullying.

Bullying behaviour will be recorded on a **CPOMS** and kept on record as long as that child is at our school. It will say what they did, where it happened, when it happened and what action was taken.

All relevant staff (lunchtime, support, teaching) will be informed of who needs to be closely monitored via the school internal communication systems.

If the same child is involved in more than 1 incident we will:

- State our expectations about behaviour – telling the child clearly which behaviour needs to stop immediately and explain how this will be monitored
- Give advice to help them stop repeating the bullying behaviour
- Consider if the perpetrator needs to listen to how the bullied child feels (if they wish to be present)
- Give a chance to say how they feel about what they have done
- The behaviour policy will be used to decide the consequences and we will feedback to the bullied child what has been decided. It may be appropriate for the bullied child to agree the consequence of the negative behaviour and decide if they would like to take part in a restorative process to re-build the friendship/relationship with the Pastoral Team.

When someone is bullying  
the 'bully' will be asked to come into



accused of  
**parents/carers of**  
**contacted** and  
school. School



will work with  
parents/carers  
and agree the  
next steps.

Stand up, Speak out,  
**S**everal **T**imes **O**n **P**urpose





## Kippax Ash Tree Primary School Anti-Bullying Policy

### Our Schools Statement

*'EVERYONE, in our school has a right to feel safe, secure and happy, without fear of bullying. Every child has the right to live a life of non-discrimination whatever their ethnicity, gender, religion, language, abilities or any other statuses.'*

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness. Every child has the right to live a life without discrimination, whatever their ethnicity, gender, religion, language abilities or any other status.

### Aims and purpose

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is key priority. We take all incidents of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21<sup>st</sup> century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work.

Other policies which relate to this policy:

- Behaviour policy
- Equality policy
- Whistleblowing policy
- PSHE policy
- SRE policy

### 1. Definition of Bullying

Bullying is an emotive word and is often used incorrectly to gain an audience (people have to listen if you say 'Bullying') however, when it is happening, it can be life threatening and should be of the upmost importance.

There are some times when children are building, breaking and re-building friendships – that is part of growing up and an important part of the PSHE curriculum. Every year group has relationship development within their PSHE programme of study.

Bullying is different. It is not about relationships – it is about power. **Targeted, repeated, behaviour that belittles the other person.** Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **Several Times On Purpose.**

The nature of bullying can be:

- Physical
- Attacking property
- Verbal

Psychological

- Cyber

Bullying can be based on any of the following (see appendix 1):

- Race
- Religion or belief
- Culture
- Class
- Gender
- Sexual orientation
- Gender identity
- Special educational needs
- Disability
- Appearance
- Health conditions
- Related to home or personal situation
- Related to vulnerable groups of people

**No form of bullying will be tolerated and all incidents will be taken seriously.**

## **2. Reporting Bullying**

If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report it to their class teacher or any other teacher
- Report it to a member of the Pastoral Team
- Tell a buddy
- Tell any other adult in school
- Tell an adult at home
- Report it using the voice boxes anonymously
- Call Childline to speak to someone in confidence 08001111

### **Reporting – roles and responsibilities**

**Staff:** All school staff have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. The Pastoral Team or the Headship Team are the schools anti-bullying leads. Whenever a parent/carer shares a concern about 'bullying' we need to record the conversation in the class communication file.

**Leadership Team** – SLT and the Headship Team have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

**Parents and Carers:** Parents and carers should look out for signs of bullying such as distress, feigning illness or unusual behaviour. Parents and carers should encourage their child not to retaliate and support their child to report the incident(s). Parents and carers can report an incident of bullying either in person to a class teacher, by phoning the Head teacher or Deputy Head or emailing [campba01@brigshawtrust.com](mailto:campba01@brigshawtrust.com). Whenever a parent/carer shares a concern about 'bullying' staff will record the conversation on CPOMS.

**Pupils:** Pupils should not take part in any kind of bullying and should watch out for signs of bullying amongst their peers. They should never be bystanders of bullying but should support the victim to tell an adult.

### 3. Responding to bullying.

When a bullying allegation or incident has been reported the following actions will be taken:

Staff will record allegation of bullying on CPOMS. Staff will record all bullying incidents on CPOMS. If the incident has been disclosed by a parent / carer the conversation will be recorded on a parent communication sheet. This will be copied and kept as a record on CPOMS.

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CPOMS will notify the Pastoral Team and the Senior Leadership Team of the incident/(s).

Senior Leadership will review the allegation / incident. They will appoint an Investigator (Pastoral Team member) to investigate the incident further. The Investigator will record their findings on the 'actions' part of CPOMS.

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The Investigator or member of SLT will inform parents / carer of the allegation / incident and schools actions and outcomes by phone call or in person. Conversations will be recorded on CPOMS.

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CPOMS will hold the information securely about the child through their school life. Information will be passed on in Year 6 to secondary school with transfer records.

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#### **4. Bullying outside of school**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, weekends, holidays or in the wider community. The nature of cyber bullying means that it could impact on pupil's well-being beyond the school day. Staff, parents and carers and pupils must be vigilant to bullying outside of school and report any incidents as outlined in this policy.

#### **5. Derogatory Language**

Derogatory or offensive language is not acceptable and will not be tolerated. It will be challenged by staff and recorded and monitored using the school's CPOMS database. Follow up actions and sanctions will be used where appropriate.

#### **6. Prejudice-based incidents**

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitude, belief or view towards a minority group. All prejudice based incidents are taken seriously and recorded and monitored in school on CPOMS. The Head Teacher reports incidents to the governing body.

#### **7. School initiatives to prevent bullying**

At Kippax Ash Tree we use a range of measures to prevent and tackle bullying:

A child friendly anti-bullying policy which is displayed in all classrooms.

The PSHE scheme of work (You, Me and PSHE) includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.

School assemblies help to raise pupil's awareness of bullying, types of bullying and derogatory language.

Difference and diversity are celebrated throughout the school through books and images. The school participates in events such as Anti-Bullying Week (HERO Week) and Black History Month.

The school values of rights, equality and respect are embedded across the curriculum.

Stereotypes are challenged by staff and pupils across school and through the PSHE curriculum.

Playground buddies and Pupil Parliament offer support to all pupils.

Pupil Interviews are led by SLT alongside Governors.

**Policy agreed: June 2017   Policy review date: June 2020**

## **Appendix 1.**

### **Types of Bullying**

There are numerous different ways bullying can happen, which include, but are by no means limited to:

**Physical bullying:** physical bullying is intentionally causing pain or distress using physical actions. This can include things like hitting, kicking, punching or tripping up.

**Emotional bullying:** emotional bullying is intentionally causing harm through how someone is treated emotionally. This can include things like excluding, humiliating, or intimidation.

**Cyber-bullying:** cyber bullying is any type of bullying which takes place using communication technologies, for example social media, mobile phones, emails or the internet in general.

**Verbal:** verbal bullying is intentionally causing harm to someone using words and the things that are said to that person. This can include things like name-calling and teasing.

Indirect bullying can include spreading malicious stories about someone, exclusion from social groups, being made the subject of malicious rumours, graffiti, or the display of discriminatory material.

## **Appendix 2.**

### **Types of Discrimination**

**Racism:** valuing or treating a group differently through prejudice, stereotyping or antagonism directed at people of a different ethnicity or nationality. This can often be based on the belief that the perpetrator's ethnicity or nationality is superior to that of others.

**Sexism:** valuing or treating a group differently through prejudice, stereotyping or antagonism directed at people because of their gender. This includes behaviour, conditions, or attitudes that foster stereotypes of social roles based on gender.

**Homophobia:** valuing or treating a group differently through prejudice, stereotyping or antagonism directed at gay men and women. This also includes 'heterosexism': the belief that heterosexual relationships are 'the norm' and the presumption that people identify as heterosexual despite not having disclosed their sexual orientation. It also includes connotations and stereotypes about gay men and women.

**Biphobia:** valuing or treating a group differently through prejudice, stereotyping or antagonism directed at bisexual people. As with homophobia, this includes 'heterosexism' and stereotypes/connotations about bisexual people.

**Transphobia:** valuing or treating a group differently through prejudice, stereotyping or antagonism directed at people who identify as transgender. This includes refusal to recognise a person's gender, not recognising chosen names, excluding access to toilets and changing facilities of someone's identified gender, and the assumption that people's gender matches their biological sex.

**HBT (Homophobia, Biphobia & Transphobia):** valuing or treating a group differently through prejudice, stereotyping or antagonism directed at or at their perceived sexual or gender identity. This can include assuming that heterosexual relationships are 'the norm' or refusing to allow a person to use the toilets or changing area of their chosen gender.

**Religious discrimination:** valuing or treating a person or group differently through prejudice, stereotyping or antagonism directed at people because of what they do or do not believe. This includes refusal to accommodate the right to prayer and worship, or prohibition of religion.

**Disabilist discrimination:** valuing or treating a group differently through prejudice, stereotyping or antagonism directed at or their perceived disability. This can include stereotyping a specific disablement against someone else who may also have a similar diagnosis.

**Classist Discrimination:** valuing or treating a group differently through prejudice, stereotyping or antagonism directed at or their perceived socio-economic status. This can include stereotyping a specific person based on their appearance or looks. This can not only impact on the individual but on their families and others perceived to be from the same group.