



Kewstoke Primary School

Anti Bullying Policy

'Happy Children, Successful Learners, Growing Together'

Our vision for Kewstoke Primary School, we want our children to be kind, confident and resilient. They learn to be respectful and responsible citizens who can contribute positively to the world in which they live. We nurture happy children who aspire to their ambitions and dreams, developing a lifelong love of learning.

September 2024

Statement	Anti-Bullying Policy
This statement was approved:	Lucy Kirkman Kovacs
This statement will be reviewed:	September 2027
Governor committee responsibility	Full Governors

Policy Statement

1. Introduction

1.1 Bullying is continual action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. Bullying is completely unacceptable behaviour at Kewstoke Primary School.

1.2 Bullying is generally categorised by:

- Repetition: Incidents are not one-offs; they are frequent and happen over a period of time.
- Intent: The perpetrator(s) means to cause verbal, physical or emotional harm; it is not accidental.
- Targeting: Bullying is generally targeted at a specific individual or group.
- Power imbalance: Whether real or perceived, bullying is generally based on unequal power relations.

2. Aims and Objectives

2.1 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

2.2 At Kewstoke School we aim to provide a safe and secure environment in which it is impossible for bullying to flourish, in which children have the confidence to ask for help should they need it and all can learn without anxiety.

2.3 This policy aims to produce a consistent school response to any bullying incidents that may occur.

2.4 We aim to make all those connected with the Kewstoke Primary School aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3. Types of Bullying

3.1 Many different kinds of behaviour can be considered bullying and can be related to almost anything. Teasing another pupil because of their appearance, religion, ethnicity, gender, sexual-orientation, home life, culture, disability, or special educational needs are some of the types of bullying that can occur.

3.2 Bullying can be acted out through the following mediums:

- Verbally
- Physically
- Emotional
- Online (cyber)

3.3 Types of bullying explained further:

- **Racist bullying:** Bullying another person based on their ethnic background, religion or skin colour.
- **Homophobic bullying:** Bullying another person because of their actual or perceived sexual orientation.

- **Transphobic bullying:** Bullying based on another person's gender 'variance' or for not conforming to dominant gender roles.
- **Sexist bullying:** Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.
- **Sexual bullying:** Bullying behaviour that has a physical, psychological, verbal or nonverbal sexual dimension/dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.

4. The role of governors

4.1 The governing body supports the Headteacher in all attempts to eliminate bullying from Kewstoke Primary School. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. The Governors will review any incidents of bullying.

4.2 The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

4.3 The governing body will respond to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

5. The role of the Headteacher

5.1 It is the responsibility of the Headteacher to implement Kewstoke Primary Schools anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

5.2 The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour at Kewstoke School. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

5.3 The Headteacher ensures that all staff receives sufficient training to be equipped to deal with all incidents of bullying.

5.4 The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

6. The role of the teacher

6.1 Teachers at Kewstoke School take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school using CPOMS where necessary.

6.2 If teachers witness an act of bullying, they do all they can to support the child who is being bullied. A 'Red Card' is given and the Headteacher is informed immediately. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents.

6.3 We keep an anti-bullying/incident log on CPOMS where we record all incidents of bullying or inappropriate behaviour that occur outside or during lesson time, either near the school or on the children's way home or to school. If any adult witnesses an act of bullying or inappropriate behaviour, they should record the event in the CPOMS.

6.4 If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking and listening to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.

6.5 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

7. The role of parents

7.1 Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

7.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

8. The role of children

8.1 Children are encouraged to be friendly and considerate to all other children, adults and visitors to Kewstoke Primary School.

8.2. Children learn to support one another through circle time, PSHE lessons, assemblies and through regular reviews of our behaviour and discipline policy so that bullying does not become part of Kewstoke School.

8.3. Children are encouraged to report any inappropriate behaviour or incidents to a member of staff. This disclosure will be acted upon immediately.

9 Monitoring and review

9.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

9.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying/inappropriate behaviour section of CPOMS, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

This policy was agreed by the Governing Body, Headteacher and staff at Kewstoke Primary School September 2024 and is due for review in September 2027