



Anti-Bullying Policy

Kington St. Michael C.E. Primary School

Policy agreed (date):	22.01.2024
Policy published (including on website):	22.01.2024
Next review (date):	January 2025
Reviewed by:	Full Governing Body

Aims

To help everyone to understand what bullying is, how to recognise it and how to stop it.

Accusations of bullying are taken extremely seriously by all at KSM.

Incidents of bullying are recorded on CPOMS, (Child Protection Online Management System). This includes the nature of the incident: where, when, who was involved, action taken and next steps. Information is recorded and kept as evidence.

At KSM we are building a positive school climate and have developed a strong ethos to prevent bullying happening in the first place. Staff are taught to recognise signs of bullying and how to deal with it. When bullying does occur we respond promptly and we support the bullied pupil to ensure bullying stops and does not continue. We encourage pupils to speak out and ensure they know that they will be taken seriously and will be listened to. We talk regularly about bullying and encourage the children to talk about it and how they feel. We model how to treat others with kindness and respect. We teach pupils how to manage their feelings and emotions through our PSHSE lessons. We celebrate Anti Bullying Week and use whole school assemblies to discuss these important and serious issues.

What is bullying?

Bullying is unwanted aggressive behaviour that involves a real or a perceived power imbalance. This behaviour is repeated or has the potential to be repeated over time. Bullying is harmful peer abuse and can have lifelong negative consequences on victims, bullies and witnesses.

To be considered as bullying the behaviours must include:

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching, spitting, tripping, taking or breaking someone's things, making rude or mean hand gestures. etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, racial comments, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Social- hurting someone's reputation or relationships. Leaving someone out on purpose, telling others not to be friends with someone, spreading rumours about someone and embarrassing someone in public.



- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

Bullying is when someone is unkind or hurtful to another person over a period of time. It is planned, regular and often.

Bullying is deliberate and the bully means to hurt or upset the other person.

Bullying can be done by one person or a group of people.

Bullying may be physical, spoken or not spoken.

Bullying can also be done through social media, through being unkind and hurtful to people using apps such as Instagram, WhatsApp and Tik Tok.

Bullying is NOT an argument or a fight that happens only once.

Where and when could bullying happen?

Bullying can happen anywhere- it could happen during or after school, it can happen in places like on the playground, in the toilets, after school clubs, or on the school bus. It can also happen through social media on digital devices out of school

Why do people bully?

People who are happy with themselves do not need to bully other people.

Children may bully because:

- They want to be 'in' with the cool gang.
- They may feel pressured to act in certain ways to keep friendships.
- It feels like fun – they don't see how much it hurts the other person.
- They are jealous of the person.
- It makes them feel big and powerful.
- It gets them what they want (sweets, money).
- They may have been or are being bullied themselves and are taking it out on someone else.
- They are having problems in their life and they feel bad.
- They may have a difficult home life.
- They may have experienced a stressful or traumatic event, such as parents splitting up, a death of a family member or gaining a new brother or sister.

Someone is being bullied if, over a period of time, they are:

- Being called names or having something rude said to them
- Being teased over a period of time
- Being pushed or pulled about.
- Being hit or attacked.
- Having rumours spread about them.
- Being repeatedly ignored and left out
- Being forced to hand over money or things that belong to them.
- Being attacked because of the colour of their skin, sexual orientation, or their religion or beliefs.
- Being sent unkind or threatening messages on social networks, email or mobile phones



Tell Tale Signs

Children who are being bullied may:

- Be frightened, sad or upset.
- Not want to go to school or feel ill every morning.
- Begin doing badly at school.
- Have clothes or belongings go missing, damaged or destroyed quite often.
- Cry when left alone.
- Have unexplained cuts and bruises or self-harming.
- Ask for money or begin stealing (to give to the bully).
- Become depressed, upset and worried and may stop eating.
- Have repeated bad dreams or nightmares over a period of time.
- Begin to bully other children.
- Be on their own a lot.
- May have low self-esteem

How to Stop Bullying

The most important thing to do if you are being bullied is to **TELL**.

It is brave and the right thing to do.

Bubble Box or Bubble Sheet

At KSM each class has a bubble box or a bubble sheet. Children can write down any worries they may have and post them in the Bubble Box or put their name on the Bubble Sheet. Teachers make sure that the box is checked regularly and make time to talk to pupils about any worries they might have.

- Tell a grown-up that you trust (mum, dad, teacher, teaching assistant, best friend, family member)
- Talk to someone about things you could do to stop the bullying.
- Talk to the bully about how they are making you feel

What will the school do if you are being bullied?

- You will be taken seriously and the problem will be looked into carefully.
- We will listen, reassure and support.
- Bullies, people they bully and any witnesses will be spoken to on their own so that all sides of the story are heard.
- If the problem has only happened once, the person being unkind will be spoken to and the impact of their unkind behaviour on the other person will be explained. There may be further consequences if the severity of the incident merits further action.
- If the problem seems to be happening regularly and is seen as bullying, the bully's parents and the parents of the person being bullied will be told.
- Lots of different things will be tried so that the bully stops.
- If none of these things work and the bully does not stop, the bully may be excluded from school.
- The school will try to help the bully and the person being bullied:
- For the person being bullied, (the victim):
- We will protect the victim from the bully, e.g. asking staff to watch out for the victim, ensure the victim and the bully are on different parts of the playground at playtimes, not sitting by the bully in class or working in twos with them in class.
- We will talk to the victim's parents/carers and offer them advice on how they can protect and how to help if the bullying is happening out of school or on social media.
- We will talk to the class about bullying and ensure everyone knows it is wrong and what to do if they are being bullied or suspect someone else is being bullied. Whole school Assemblies and PSHSE lessons will support this.
- Show ways of helping yourself and how to stop being bullied.



- We will check in with you regularly to see how you are feeling and to check the bullying is no longer happening.

For the bully:

- We will talk to the bully and try to find out why they are bullying another child.
- We will talk to them about the impact of their actions and how it affects the victim. How does it make the other person feel?
- We will talk to the bully's parents/ carers and see if we can support the bully.
- We will observe the bully carefully to see if they are still bullying others.
- We will try to help the bully and sort out their problems and to help them understand why they feel the need to be unkind to someone.
- Should the bullying continue despite all the support and help the school are offering it may be necessary to suspend or exclude the bully from school.

Some ideas on how to stop bullying.

Saying No

Through training and role-play the children should be given opportunities to practise saying "NO". Practice scenarios with different responses until the child feels confident handling troublesome situations. Try not to respond to the bully with tears. A bully wants to hurt and upset so act as if their taunts don't hurt.

Body Language

Practice looking the 'bully' in the eyes, it will make you look more confident. How you look when you encounter a bully can be more important than what you say. Look brave. Be confident.

Broken Record

Answer clearly and strongly with the same sentence three times, rather than entering into an argument with the bully, i.e. "I do not give my pocket money away". After saying the same thing three times, walk away. Phrases should be simple, direct but not antagonistic.

Fogging

If the hurtful remark is true respond "that's right", if it is wrong respond "you could be right", or "it's possible". Keep it simple and don't enter into an argument with the bully.

Ignoring or using humour

Try to ignore the bully if possible. Disarm the bully with humour, laugh at the threats and walk away.

Remember Tell Tell Tell

Always tell a trusted grown up so the victim can be supported and the bullying stopped.

Support and advice

Further support and advice can be found at:

nationalbullyinghelpline.co.uk - Tel: 03003230169
www.nspcc.org.uk
www.youngminds.org.uk