

# ANTI-BULLYING POLICY

At **KENSINGTON JUNIOR SCHOOL**, we aim to create a happy and secure environment in which all members of the community respect and care for each other and their surroundings.

## BULLYING IS CONTRARY TO THIS AIM AND WILL NOT BE TOLERATED

We define bullying as follows:

**Bullying is deliberate, hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:**

- **PHYSICAL**  
*Hitting, kicking, taking belongings*
- **VERBAL**  
*Teasing, name calling, making offensive comments which pick on personal differences such as colour, nationality or disability*
- **INDIRECT**  
*Spreading rumours, excluding someone from social groups*
- **CYBER-BULLYING**  
*Using mobile phones, tablets, laptops to offend through social networking sites such as 'Facebook' etc.*

School's teaching staff, support staff and MSA's must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

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## PROCEDURES TO DEAL WITH INCIDENTS OF BULLYING

**Kensington Junior School aims to combat and challenge bullying behaviour in all its forms.**

- All children are encouraged to report all incidents of bullying in school. This may be to a Teacher, a Teaching Assistant, Midday Supervisor or a Playground Pal. (A Playground Pal is a Year 6 child, specially chosen to support children at playtimes and lunchtimes.
- If children prefer to, they are encouraged to place a note in our Anti-Bullying Box outside the Staff room. This is regularly emptied by C Grocott (Learning support manager) who will initially respond to any problems. Any concerns are passed to J Carter (Anti-Bullying Co-ordinator) for further investigation.
- Some children may prefer to tell a parent about their concerns. Parents are encouraged to report all incidents of bullying to the Learning Support Manager, Mrs Grocott, the Anti-Bullying Co-ordinator, currently Mrs Carter, or to the Headteacher, Mrs Partridge.

## **THE FOLLOWING STEPS WILL BE TAKEN WHEN DEALING WITH INCIDENTS:**

- If bullying is reported, the incident will be dealt with, as soon as possible, by the Anti-Bullying Co-ordinator.
- The Anti-Bullying Co-ordinator will interview all concerned and will record the incident.
- A clear account of the incident will be recorded in the Anti-Bullying Log Book.
- If there is clear evidence of bullying behaviour, the Headteacher and Year group teachers will be informed.
- All staff are made aware of any incidents/concerns during weekly staff meetings
- Parents will be kept informed of their children's behaviour.
- All racist forms of bullying will be recorded on the appropriate form set out by Derbyshire County Council.

## **SUPPORTING BULLIED CHILDREN**

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

- An opportunity to discuss their experience with the Anti-Bullying Co-ordinator or member of staff of their choice.
- Reassuring the pupil
- Continuing to support the pupil over the following weeks to make sure that the bullying has stopped
- Restoring self-esteem and confidence.

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

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude of the pupil.

## **THE FOLLOWING DISCIPLINARY STEPS MAY BE TAKEN**

- Behaviour will be monitored
- Loss of outdoor play times
- Exclusion from certain areas of the school premises
- Fixed term exclusion

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

## **MONITORING, EVALUATION & REVIEW**

The school will review this policy annually and assess its implications and effectiveness. The policy will be promoted and implemented throughout the school.

J Carter  
Anti-Bullying Co-ordinator  
September 2016