KINGSLEY PRIMARY SCHOOL

ANTI- BULLYING POLICY

This anti-bullying policy is written to ensure that all children learn in a supportive, caring and safe environment without fear of any form of bullying. Incidents of bullying, including cyberbullying, are taken very seriously and will be approached in two ways:

- Support for the person being bullied
- Support for the person inflicting the bullying

If you know or suspect that your child is being bullied, including online bullying – inform the school as soon as possible.

Early detection and action against bullying often solves the problem and prevents future stress and unhappiness.

Policy Reviewed Sept 2026
To be Reviewed Sept 2027

Definition of bullying

The definition of bullying adopted by Kingsley Primary School:

'The conscious desire to hurt, threaten, frighten or make someone feel uncomfortable over a period of time or in a series of specific events.'

Three main types of bullying behaviour can be identified:

- Physical – where someone is intimidated, harassed, isolated or struck by another person(s)
- Verbal – where someone is intimidated, harassed, called names, subjected to insults or humiliation by another person(s)
- Written – where someone receives abusive and/or threatening messages or pictures on paper or electronically from another person(s) (Online bullying)

Intended outcomes of the Anti-Bullying Policy

- To ensure that all children and adults are guaranteed the right to work and learn in a caring, supportive and safe environment without the fear of being bullied.
- The promotion, in Kingsley School of good citizenship through RSHE, PSHE, circle time, buddy system and general school ethos – which makes clear that bullying is wrong and unacceptable behaviour.
- To ensure that all children and adults at Kingsley School know the procedure to follow when bullying is suspected.
- To make parents and guardians aware that all complaints of bullying are dealt with promptly, firmly and fairly.
- An aim of Kingsley School is to ensure that all children achieve their full potential. As an integral part of this, children are taught the knowledge, skills and self-esteem which enables them to develop appropriate strategies to deal with bullying.
- Any bullying behaviour is strongly discouraged, including cyberbullying, helping the child involved to learn more acceptable social behaviour.

Children and adults can be affected in different ways and to varying degrees by all forms of bullying.

It is acknowledged by everyone at Kingsley Primary School: pupils, parents, governors and staff, that bullying is becoming an increasingly worrying problem in society today. However, whilst we accept this is generally the case, we pride ourselves on the fact that bullying rarely takes place within our school environment. We feel it is important to remember this and keep the points contained in this policy in context.

The term 'bullying' is often used freely in today's society to describe 'one off' events of falling out or disagreements between individuals or groups of people. E.g. 'Susan is bullying Lucy, she's not her friend', whereas the more traditional explanation of bullying is using your strength or power to force someone to act in a certain way or perform actions against their will. This discrepancy in meaning must be kept in mind whilst recognizing that often an event which to some may seem innocuous, can be built up in the mind of a child to be a significantly threatening episode and although forgotten about by the 'bully' almost immediately with nothing else ever following the event, to the victim it can be the cause of great worry and distress.

Observation

All adults who work with children must be aware of any changes in behaviour, social circles, work patterns, eating habits, attitude, personality etc. Any change may not be significant, it may not be a sign of bullying or anything else but to know the children in your care and to be aware of these factors is vitally important to help to keep children safe.

Incidents of Bullying

Children bullying children

Reports of children being bullied by other children, including cyberbullying, in school must be taken seriously and thoroughly investigated by the member of staff to whom it is reported. It is important that the views of the 'victim' are taken into account but that first, the facts are ascertained. If necessary, other children may give their opinion/view of what has happened in order to obtain a fuller picture. If the member of staff and the 'victim' are satisfied it has been dealt with and any problems have been sorted out, then the matter

would be left, but the situation monitored by staff for a number of weeks. If it was felt that the situation was more serious, then Mrs. Darby would be informed and all parents and pupils would be included in discussions and encouraged to work with the school towards a solution. If necessary, children can be referred to Jill Sherwood to discuss their problems.

If appropriate, the matter may be referred to Jill Sherwood (Designated teacher for Child Protection, Mental Health Lead and Pastoral lead) or Linda Craig (Deputy Designated lead, Attendance and Pastoral team).

Adults bullying children

If a situation was to arise where it was felt an adult was bullying a child, then it would immediately be dealt with by the head teacher in the appropriate manner.

Adults bullying adults

If any adult in school should feel they were a victim of bullying, then they could seek advice from Jill Sherwood or Linda Craig, or go to the head or leadership team and again the matter would be dealt with in the appropriate manner.

As a family, we will strive to continue to keep incidents of bullying out of school life and to promote mutual respect and caring for the feelings and opinions of others.

The appropriate help, support and advice will be given to both victims and bullies.

We support victims as follows:

- By offering an immediate opportunity to talk about the experience with their class teacher, or another teacher if they prefer.
- Informing the victims' parents/guardians.
- By giving them specific advice on how to deal with bullying and offering continuing support when they feel they need it.

We support bullies as follows:

- By talking about what happened, to discover why they became involved.
- Informing the bullies; parents/guardians.
- Agreeing on a support programme, where necessary in partnership with parents.

Supportive measures through Kingsley School:

- 'Ask it' box in the hall
- Open assemblies
- Work completed during RSHE, Online safety, PSHE and Citizenship lessons
- Class teacher – circle time
- Staff on duty
- School Counsellor
- Buddy system
- School Pastoral Team
- Digital Citizenship curriculum/work – staying safe online

Appendix 1

Victim Advice Sheet

You must always tell a teacher, parent or some other person who you trust if you have been bullied.

- Always try to avoid places where bullying might take place.
- Always stay close to your friends, other children, adults who may provide protection for you if someone attempts to bully you.
- Always tell an adult if you think you are being bullied online.
- Never try to buy off a bully – it rarely works. The bully is likely to ask for more.
- Try not to run away from the problem by staying off school. This is likely to make the situation worse.
- Never try to bully other children because it has happened to you. All children have a right to go to school without being bullied.
- If you can, walk away from the bully. Try to look as confident as you can when you do this. If you react in a way that makes the bully think you are frightened, e.g. crying, they are more likely to continue bullying.
- Be careful about fighting back. The bully is likely to win and it may well make the situation worse.
- In a very unpleasant bullying situation, when help is not available, try to get away as quickly as you can. The most important thing is to 'Stay Safe'.

Appendix 2

Bullying

How to Recognise Signs of Distress

- Cuts, bruises or aches and pains which are not adequately explained.
- Clothes or possessions which are lost or damaged.
- The child requests extra pocket money or starts stealing.
- The child starts going to or returning from school at an earlier or later time and starts using a different route.
- The child starts refusing to go outside at break times or becomes reluctant to stay for school dinners.
- Any marked change in the child's behaviour, especially in established patterns of behaviour or behaviour online that may indicate that the child is under stress.

Signs of Stress

- The child's behaviour may become immature, e.g. the child reverts to a previous behaviour such as thumb sucking or tantrum behaviour.
- The child may become withdrawn, clingy, moody, aggressive, unco-operative or non-communicative.
- The ability to concentrate and school performance may deteriorate.
- There may be some sleep or appetite problems.

If you know or suspect that your child is being bullied, including online bullying – inform the school as soon as possible.

Early detection and action against bullying often solves the problem and prevents future stress and unhappiness.