



Kirkoswald C of E School

Anti-bullying policy

Kirkoswald Church of England

Whole School Anti-Bullying Policy

The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring, and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to benefit fully from the opportunities available at school.

Bullying is defined as: “**deliberately 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, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents, and pupils.

Implementation

School

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded in the school's central conversation log and given to the headteacher
- the headteacher will interview all concerned and record any further findings in the school's central conversation log
- parents will be kept informed
- sanctions will be used as appropriate and in consultation with all parties concerned

Pupils

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

- offering an immediate opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who **have** bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending
- missing playtimes
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

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

Monitoring, evaluation and review

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

Kirkoswald Church of England School

Anti-Bullying Policy

I acknowledge that I have read and understood the Kirkoswald Church of England School Anti-Bullying Policy and its associated procedures.

Name	Signature	Date
Jane Armstrong		
Gayle Crollman		
Greta Ellis		
Liz Henderson		
Helen Hodgson		
Jill Thomsson		
Martin Jervis		
Helen Little		
Lindsay Little		
Catherine Reding		
Andrew Rose		
Dawn Smart		
Julia Taylor		
Natalie Tilbe		
Alison Birtle		