

Kempsford Church of England Primary School
"Together, we will RISE"

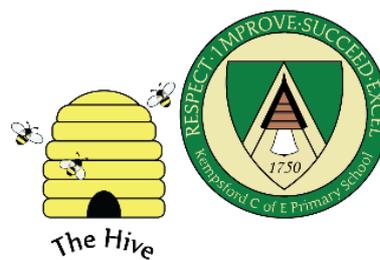
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Anti-Bullying Policy

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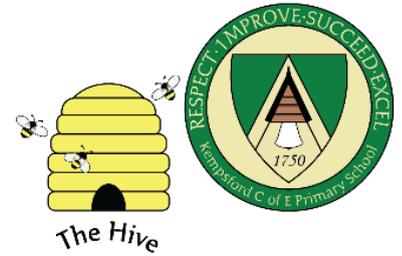
Document History

Version	Date	Comments
1.0	November 2024	Approved by FGB
2.0	Sept 2025	Annual Review
Next Review Date September 2026		

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Statement of Intent

This school believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children and adults should be able talk to someone within our school if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- We all have a duty to work together to protect individuals, whether it is children or adults, from bullying and other forms of abuse in our school.
- We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

In line with all policies, this policy will be reviewed after two years. It may also be reviewed and amended, in consultation with all stakeholders, in the light of events or experience. The stakeholders of this policy are children and young people, staff, parents and carers, governors and people from other organizations involved with the life of Kempssford Church of England Primary School inclusive of before/after- school clubs etc.

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by governors at two committee meetings (three times per year each)



Definition of Terms: What is 'Bullying'?

What is bullying?

Bullying is when an individual or group repeatedly and deliberately cause physical and/or emotional suffering to another individual/group who feel helpless to respond. Bullying takes place over a period of time, is often hidden, and is unlikely to stop unless action is taken.

What bullying is not

- single episodes of social rejection or dislike
- single episode acts of nastiness or spite
- random acts of aggression or intimidation
- mutual arguments, disagreements or fights.

These actions can cause great distress. However, they do not fit the definition of bullying, and they're not examples of bullying unless someone is deliberately and repeatedly doing them.

[Based on definition from the National Centre Against Bullying]"

We recognise that bullying can take a wide variety of forms, including: *psychological, emotional, faith-based, racial, gender, sexual, sexual orientation (sexuality), Special Education Needs (SEN) focused, disablist, and cyber*

Aims and Objectives:

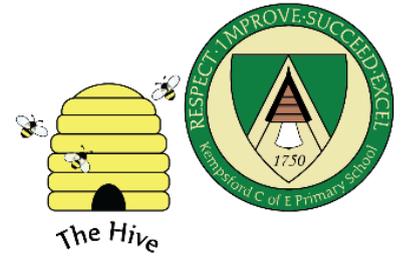
The aims of our anti-bullying policy are:

- To assist in creating an ethos in which attending Kempford Church of England Primary School is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at Kempford Church of England Primary School.
- To enable everyone to feel safe while at Kempford Church of England Primary School and encourage all individuals to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and as a result, to reduce incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people/adults displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

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Kempsford Church of England Primary School has agreed the following objectives:

- Our whole community will continue to have influence on the Kempsford Church of England Primary School anti-bullying policy.
- To maintain and develop effective listening systems for children, young people and staff within Kempsford Church of England Primary School.
- To raise awareness of how incidents of bullying can be dealt with effectively and promptly.
- To equip all staff with the skills and information necessary to deal with incidents of bullying effectively.
- To involve the wider Kempsford Church of England Primary School community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider Kempsford Church of England Primary School community effectively on the subject of bullying.
- To acknowledge the key role of every staff member in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organizations.
- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

Practice and Procedures

What do we do to prevent bullying?

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. Through the consultation process, we will:

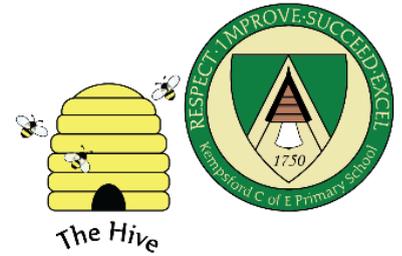
- be supportive of each other in providing positive role models;
- convey a clear understanding that we disapprove of unacceptable behavior;
- be fully involved in the development of the anti-bullying policy and support anti-bullying practice;
- use, support and explore Personal Social & Health Education (PSHE), circle time and other curricular opportunities to promote positive (anti-bullying) behavior;
- use positive behaviour management systems;
- promote the school's Christian ethos and values;
- maintain a strong focus on social achievement through initiatives such as Star Achievers, the termly Friendship & Achievement Award etc.;
- promote a collegiate approach to teaching and learning which encourages positive social interaction;
- support each other in the implementation of this policy.

All members of the school community are expected to report incidents of bullying.

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All staff have a vital role to play, as they are at the forefront of behaviour management and supporting the children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship based on mutual support, trust and respect.

Staff have agreed:

- To provide children with a framework of behaviour including rules which support the whole school policy;
- To emphasise and behave in a respectful and caring manner to children and colleagues, to set a good tone and help create a positive atmosphere;
- To raise awareness of anti-bullying through activities, stories, role-play, discussion, peer support, school council, PSHE etc. focused on the promotion of positive behaviours;
- Through the Headteacher and Senior Leadership Team, keep the Governing Body well informed regarding issues concerning behaviour management.

Governors have a duty to:

- Be fully informed on matters concerning anti-bullying;
- Regularly monitor incident reports and actions taken;
- Be aware of the effectiveness of this policy;
- Identify one governor to lead on anti-bullying within school leadership.

Through the development and implementation of this policy, Kempsford Church of England Primary School trusts that all **children, young people, parents/carers and staff** will:

- Feel confident that everything is being done to make Kempsford Church of England Primary School a safe and secure environment;
- Know who can be contacted if they have any concerns about bullying;
- Feel supported in reporting incidents of bullying;
- Be reassured that action regarding bullying will take place.

Reacting to a Specific Incident - Recording

All incidents will be recorded by the school and maintained on CPOMs. The teacher reporting the incident, along with the Headteacher, will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children/young people involved will be informed of what has happened and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

Dealing with an Incident

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

i) The school community need to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted. Kempford Church of England Primary School expects to support all involved by:

- Investigating the incident/behaviour by talking to all parties concerned and taking an accurate record from all parties involved (including witnesses/bystanders);
- Supporting the person who has been bullied to express their feelings;
- Supporting the person displaying the bullying behaviour to express their feelings;
- Discussing the impact of the bullying behaviour on all of those concerned;
- Discussing strategies for making amends.

ii) Measures taken will be in line with the school's **Behaviour Policy**, and may include:

- Explanation of why the inappropriate behaviour is unacceptable;
- Reparation of damaged relationships through conferencing, Circle of Friends etc.;
- Meeting with staff, parents and child;
- Missing break/lunchtimes;
- Writing a letter of apology for their behaviour;
- A Pastoral Support Plan;
- Fixed term exclusion;
- Permanent exclusion.

iii) Safeguarding procedures will be followed when child protection concerns arise – please refer to the school's **Safeguarding Policy**.

iv) In the event of a member of staff/adult within the school community being a victim of bullying they should inform their line manager immediately. If they are unable to communicate the incident with their line manager, then they should endeavour to inform a member of the school's Senior Leadership team, a school governor or a representative from their trade union.

The informed school contact should take an accurate written record of what has been disclosed and ask the victim to verify this with a signature before seeking further advice from, in the first instance, the Headteacher, or if this is not appropriate then Gloucestershire County Council.