

Anti-Bullying Policy

This policy has been reviewed from discussions with staff, parents and all children through class and school council meetings. It has also been adapted in light of feedback from the LA to ensure it is compliant with LA guidance.

This policy will continue to be adapted in the light of responses to annual child, parent and staff questionnaires.

Any changes are referred to the governing body.

Statement of Belief

We do not have a big problem with bullying at our school but in common with all schools incidents do occasionally arise and we believe we have effective policy and practice that enables us to deal with issues quickly. We regularly reflect on what we do and seek to remove all barriers to learning for all children. At Kobi Nazrul Primary School we believe that all pupils have the right to be safe, to be valued and not physically or verbally abused. Bullying of any kind is unacceptable in our school and will not be tolerated. If bullying does occur pupils should be able to tell and feel assured that it will be dealt with promptly and effectively.

Aims

- To promote a safe and secure environment free from all kinds of bullying behaviour
- To create a caring community where we all have a responsibility to respect ourselves and others
- To make the members of our school community aware of the kinds of behaviour that constitutes bullying
- To make members of our school community aware of the strategies and procedures to follow if bullying does take place at school

Allegations about bullying of pupils by staff will be dealt with under the school's Safeguarding Policy.

This policy has links to the following policies and procedures:

- Behaviour policy
- Acceptable use policy (internet safety)
- Safeguarding/child protection policy
- Complaints procedure
- Equality statement and objectives 2016

Context

Kobi Nazrul is a single form entry school in East London. It has a strong community ethos with an inviting atmosphere.

Head teachers have a legal duty under the Schools 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. Under the Education Inspections Bill 2006, the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. School also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

Definitions of Bullying

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'. **Department for Children, Schools and Families (2007), Safe to Learn**

'The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally emotionally or through cyberspace.'

Anti-Bullying Alliance

Such actions or behaviours might include:

Physical: *pushing, hitting, kicking, taking belongings, demanding money or possessions as payments for safety or friendship*

Verbal: *name calling, insults, sarcasm, persistent teasing, making offensive remarks*

Emotional: *threatening harm, humiliation, exclusion form social groups or activities, spreading malicious stories or rumours, 'ganging up'*

Discriminatory: *exclusion or teasing because of special educational needs, aptitude or physical difference*

Racist: *racist name calling or insults (e.g. against food, music, dress or custom) offensive mimicry, racist jokes, refusing to co-operative in work or play*

Sexual: looks and comments about appearance or attractiveness, inappropriate touching or physical contact, abusive comments concerning sexual orientation, refusing to co-operate in work or play

Identifying Bullying

Pupils who are being bullied may not report it. However, there may be changes in their 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**.

Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine/route to school
- absence
- becomes withdrawn, anxious or lacking in confidence
- feels ill in the morning
- begins to underperform in school work
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible. (see Safeguarding policy)

Strategies

Bullying will not be tolerated at Kobi Nazrul Primary School and all known incidents will be investigated and dealt with by a member of staff. Incidents cannot be dealt with if they are not known, so ANYONE who knows that bullying is happening has a responsibility to tell the staff. We want to be a TELLING school. Everyone at Kobi Nazrul should know that they have a duty to help stop bullying. They are expected to tell about bullying behaviour and understand that this is the way to keep everyone safe. If the child cannot tell for themselves, other pupils or parents should tell a teacher.

We have a system where children can confidentially report concerns in our anti-bullying box which will then be investigated by a senior member of staff.

We hold regular assemblies to promote our anti-bullying strategies and policies.

We teach children what to do if they are worried or concerned.

We teach children to develop self confidence and strategies that will help them develop positive behaviours and friendships. (see behavior policy)

Staff training on developing positive behaviours and anti bullying is included in our Continuing Professional Development plan.

Staff at Kobi Nazrul Primary will:

- Listen to what children tell us
- Investigate incidents thoroughly
- Take action to prevent further incidents
- Use appropriate sanctions
- Encourage and support the bullied child to be assertive and express their feelings to the bully
- Reassure bullied children that it is not their fault
- Discuss with parents of both bullying and bullied children
- Monitor incidents of bullying

Incidents that cannot be satisfactorily resolved or that recur should be referred to the Deputy Headteacher or Headteacher for further action. All incidents of bullying should be reported to the Deputy Headteacher or Headteacher for monitoring. In extreme cases, repeated incidents or lack of co-operation children may be suspended or excluded.

Monitoring and review

This policy is agreed by staff and governors and reviewed bi-annually and made available to parents.

Services/help organisations

- KIDSCAPE Parents Helpline 0845 120 5204
 - Childline - 0800 11 11
 - Bullying online www.bullying.co.uk
 - Beatbullying www.beatbullying.org
 - Anti-bullying Network www.antibullying.net
- [Anti-Bullying Alliance www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)