

Anti-Bullying Policy

At Knelston Primary School we recognise and celebrate the uniqueness of each child through a programme of learning that promotes challenge and personalised education at all levels. Through this, we encourage creative and critical thinking alongside stimulating and meaningful experiences.

The United Nations Convention on the Rights of the Child (UNCRC) is at the heart of our school's ethos and practice. As a right's respecting school we teach about children's rights and model rights and respect in our relationships and practice. We continually aim to provide an inclusive, enabling environment which gives all children a voice and empowers them to achieve.

Our curriculum celebrates the diversity within our school and equips our children with the skills and attributes required to fulfil the four core purposes of the Curriculum for Wales.

Our school strives to create a nurturing environment with strong, open and positive partnerships between adults, children and the wider community, that ensures the well-being of all.

Introduction

Definition

Bullying can be described as '**a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully**'. Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Staff, parents and children at Knelston Primary School work together to create a happy, caring and safe learning environment. We frequently seek the views of staff and pupils when reviewing and revising this policy.

Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

Aims

- To provide a safe, caring environment for the whole school community, especially the children in our care.
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is all right to tell.
- To heed parents and keep them informed of actions taken in response to a complaint.
- An investigation will follow any report of bullying.
- To take appropriate action, including exclusion in cases of severe bullying.

Strategy for Dealing with Bullying

In dealing with bullying, staff, at Knelston Primary School follow these fundamental guidelines.



- Never ignore suspected bullying.
- Do not make premature assumptions.
- Listen carefully to all accounts – several pupils with the same version does not mean they are telling the truth.
- Adopt a problem-solving approach that moves pupils forward from self-justification.
- Follow up proven cases to check bullying has not returned.

Strategies have been introduced at Knelston Primary School to reduce bullying. These strategies cover raising awareness about bullying and the Anti-bullying Policy, increased understanding for victims and teaching pupils how to manage relationships in a constructive way.

Staff should apply one or more of the strategies below, depending on the perceived seriousness of the situation. The emphasis should always be one of showing a caring and listening approach.

In response to a complaint of bullying, the discipline procedures of Knelston Primary School should be followed, with staff making a full investigation and applying if necessary.

The procedures should be followed by the Head Teacher or a member of the senior management team.

1. Discuss the nature of the bullying with the 'victim' at length, recording all the facts. This will require patience and understanding.
 2. Identify the bully/bullies and any witnesses.
 3. Interview witnesses.
 4. Discuss the incident(s) with the alleged bully/ies. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage.
 5. If the bully owns up, make it understood that bullying is not acceptable at Knelston Primary School and what effect it has on the education of the victim and the rest of the children in the class/school. Apply sanctions relevant to the type of bullying.
 6. If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
 7. Hold separate discussions with parents of bully and victim.
 8. Sanctions for the bully include:
 - Withdrawal from favoured activities
 - Loss of break-times for decided period of time
 - Fixed period of exclusion from school.
 9. Provide restorative practice for the victim with a mentor monitoring and observing at break times and lunchtimes, and through discussion to make sure there is no repetition.
 10. Provide restorative practice for the bully. This will include a Behaviour Support Programme by peers and adults and opportunities in circle time or groups for the children to discuss relationships, feelings and the effect bullying can have on individuals.
- In order to reduce incidents of bullying and recognise bullies, at Knelston Primary school, all staff watch for early signs of distress in pupils.

We listen, believe, act.

Bullying off the School Premises

Knelston Primary School is not directly responsible for bullying off the school premises; however, if both the victim and the bully are from Knelston Primary School, action will be taken as if the incident has occurred within the school, and this includes informing parents.

Where possible, Knelston Primary School will support pupils who have been bullied, especially on their way to or from school.

The following steps should be taken.



Bullying Directed Towards Race, Gender or Disability

Knelston Primary School will not tolerate bullying against anyone because of his or her race, gender or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

Racial Bullying/Harassment

Knelston Primary School is a Rights Respecting School. Racial bullying will not be tolerated in Knelston Primary School and will be treated severely. If a child receives verbal abuse, physical threats or attacks, or if a pupil brings racist literature into school, incites others to behave in a racist way or writes racist a full investigation will be carried out, recording incidents in a separate incident book and on Swansea LEA forms. Knelston Primary School has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in PSE and Citizenship lessons and in Religious Education lessons.

Knelston Primary School guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Governing Body and LEA as required.

Special Education Needs or Disabilities

Pupils with special educational needs or disabilities might not be able to articulate experiences as fluently as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific disability.

Knelston Primary School makes sure the behaviour of staff does not trigger bullying unintentionally. They should avoid undue attention towards ALN children compared with others, and should not make comments based on pupils' appearance or perceived character.

We try to make classroom activities and lessons sensitive to such children's needs. We teach assertiveness and other social skills and teach victims to say 'No' or to get help.

A named mentor/friend is appointed for the pupil to confide in.

If the bullying is serious, Knelston Primary School undertakes a full investigation, including a full discussion with witnesses and contacting parents.

Discipline procedures are implemented.

More Able and Talented pupils can also be affected by bullying. Teachers treat this as seriously as any other type of bullying.

As part of our overarching aim for pupils to fulfil their full potential across the curriculum we endeavour to ensure that all children are given the necessary support to access learning in this area in line with our equal opportunity and disability scheme.

This policy will be reviewed annually.

Last review date: October 2023

Signed Headteacher

Signed Chair of Governors