



KIMICHI SCHOOL ANTI-BULLYING POLICY

This document refers to DfE guidance “Preventing and Tackling bullying Advice for headteachers, staff and governing bodies” July 2017.

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber- bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school’s first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case. Bullying is an action or actions taken by one or more pupils that can cause either physical or emotional damage to another pupil. This is unacceptable.

This policy reinforces the need for consistency amongst anybody connected with the school in reference to keeping bullying out of pupils' lives.

School should be a safe and secure place, where pupils can learn and express their individual personalities without fear of reprisal.

Teachers are required to take action immediately if bullying is seen or reported. This can be written down, and presented to the school council if necessary, or if the bullying requires it. The pupil being bullied should be offered support, and the school council should consider appropriate peers to provide pupils support. The bully should understand that his/her actions are wrong, why they are wrong, and what they can do to prevent this from happening again. School council should be instrumental in deciding what form of consequence should be levied, and also in finding support for bully and bullied. Any actions taken should be minuted. Should bullying continue, the pupil’s parents should be notified, and asked to come to part of a school council meeting wherever possible in order to understand and assist the situation. This applies to both bully and bullied.

All teachers should know how to deal with incidents of bullying, and the Headteacher is available at all times should there be assistance required with any particular incident; ie. if bullying is escalating.

Support should be given to those with special educational needs and/or disability (SEND) and lesbian, gay, bisexual and transgender (LGB&T) pupils through open-door policies, training for staff and teaching/learning for pupils (LIFE policy).

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones. Kimichi School has the service of a Microsoft certified engineer network specialist to ensure that the internet is as safe as possible for our pupils.

The Headteacher has a responsibility to emphasise the fact that bullying is unacceptable and not tolerated at school. Should there be a bullying problem that has escalated; he/she will sit in the school council meetings in order to address the problem. He/she should also be instrumental in contacting parents if necessary. The school council should hold and document all information pertinent to any individual case in order to best assist.

The Headteacher should encourage praise and rewards for pupils, ensuring a positive atmosphere at all times in the school. Should any one pupil find themselves with any sort of emotional problem that might influence them in a negative way, they should be aware that the school council is always there to help, and he/she should be able to approach any member of staff in order to call a representative section of the council together whenever possible in order to assist. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest. Through LIFE lessons, observations and informal discussions teachers should be able to understand issues that might provoke conflict. LIFE lessons should incorporate open discussions and teaching on SEND and LGBT+ issues. Staff are encouraged to invite members of these communities to visit and enter into discussions with pupils.

These measures should not stop at the school gates. Should teachers hear/see bullying outside the school, they should intervene where possible, and bring the matter to attention at school. If necessary, these incidents should also be logged for the school council.

This policy agreed on (date) 29th August 2021 By

(name) Kirstie Berry

(position) Chair of Governors

Review date 29th August 2022