

# Lower Kersal Primary School

## Anti-bullying policy



Written by	S Steward
Approving Committee	Health and Safety
Intended Audience	Staff, Parents, Pupils
Review date	July 2024

Version	Reviewed by	Changes made
1	DR	Inclusion of child friendly version
1.1	DR	Addition of Homophobic, biphobic or transphobic
1.2	SS	Staffing update & statement re pupil understanding

**In class discussions take place to encourage children to discuss and offer opinions on several issues that may affect them throughout their school life. Bullying is discussed each year or if/when an incident arises.**

**The children of this school have agreed that Bullying is:**

- Behaviour that happens continuously over a period of time
- Behaviour that is to hurt your body or your feelings
- It is hard for you to stop it on your own'
- STOP – Several Times On Purpose

**The school works hard to ensure that all pupils and parents know the difference between bullying and simply “falling out”.**

**Forms of Bullying are:**

- Physical – hitting, kicking or anything that hurts your body
- Homophobic, biphobic or transphobic – motivation by a prejudice against the LGBT+ community.
- Sexist – motivation based on gender
- Verbal – hurts your feelings
- Indirect – people talking behind your back and trying to change other people’s perception of you.
- Cyber-bullying – electronic forms of bullying contact, which can be varied. This type of bullying can happen through different forms e.g. through the Internet and on mobiles, often through social media.  
**(If any case of cyber-bullying arises, this cannot be dealt with in school due to lack of evidence or difficulty in identifying the bully – parents will be informed and if needed, relevant mobile numbers and e-mail addresses will be given to the police)**

**Aims:**

At our school we aim to:

- Prevent bullying by providing constructive activities and curriculum support to all children, including appropriate use of electronic communications.
- Take all claims of bullying seriously: fully investigate the allegations and take action where necessary.
- Involve parents in supporting our Anti-Bullying policy
- Give pupils an understanding of bullying according to their age; make them familiar with the policy through our child friendly anti-bullying policy, and equip them with strategies to deal with incidents involving bullying
- For all staff to be vigilant for the signs of bullying and make them aware of areas where children feel vulnerable to bullying e.g. Corners of yard, toilets etc.
- For staff to be aware that bullying often happens outside school, and that the victims may need support in school.

- Ensure all staff are approachable and empathetic towards any reports of bullying and that these reports are acted upon.
- Make parents aware of reports of bullying and how these reports are being acted upon.

Furthermore, as a staff we will:

- Be vigilant and intervene immediately and effectively if any bullying is observed or reported.
- Never ignore suspected bullying
- Monitor communications on the school Twitter page
- Never make premature assumptions
- Listen to all accounts and investigate an allegation fully
- Adopt a problem-solving approach
- Follow-up repeatedly, checking bullying has not resumed
- Ensure that when using technology that the children are aware of cyber bullying and they report any incidents to a member of staff immediately
- Discuss what bullying is and develop pupils' awareness of this and how to report it.

### **Strategies to combat bullying:**

1. All allegations of bullying will be reported to the SLT.
2. We will use our behaviour policy effectively to promote good behaviour so there is an ethos where bullying is unacceptable.
3. The curriculum, especially PHRSE, will be used to raise awareness of all forms of bullying, increase understanding for victims and build an anti-bullying ethos, and teach pupils how to constructively manage their relationships with others. Developing an ethos where bullying will never be acceptable.
4. Monitor the use of technology within school and address any concerns with the pupil(s) and parents as necessary
5. Not permit pupils to use mobiles within the school grounds or on school organised trips
6. Ensure security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school
7. Circle of Friends – Build relationships around vulnerable pupils. This is undertaken with the support of the school's Children and Families Officer.
8. Befriending – Assigning selected pupils to befriend vulnerable pupils. This is also used to support all children who are new to the school.
9. Mediation by adults or peers.
10. Children will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
11. Pupil Voice will be at the heart of all actions via the School Council and pupil surveys.
12. Any victim of bullying will be well-protected immediately and in the future; school will work closely with the parents/carers of the victim and

perpetrator in order to try to resolve any issues as quickly as possible and avoid any further incidents.

13. The parents of all concerned will be informed and expected to support this school policy; strategies will be given to parents to help them to support this policy.

14. Parents/Carers and children will be made aware of this policy and have access to a 'child friendly' version too (Appendix 1).

15. Action against the bully/bullies

A variety of strategies will be used when bullying is identified, according to the age and personalities of those involved. These will be recorded and reviewed regularly to ensure they remain effective.

**Outcome:**

Lower Kersal Community Primary School will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated: a place where every child matters.

**Working with Parents:**

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. Monitoring of incidents by the class teacher and the Head will be implemented.

Parents are a key tool in supporting our Anti-Bullying policy. All parents are encouraged to discourage their child from using bullying behaviour at home or elsewhere and to watch out for signs that their child is being bullied so that the school can be involved at the earliest opportunity.

While parents are encouraged to support the school in dealing with bullying incidents, all parents must be aware that if bullying remains severe and persistent, despite the use of a range of measures, exclusion will sometimes be necessary.

**Parents Reporting Bullying:**

Staff should be aware that all concerns must be taken seriously. Staff will follow the agreed policy and where necessary, inform senior staff.

Senior staff will:

- Ask for details and record information
- Investigate the complaint

- Feedback to the parent on the outcome of the investigation, the action to be taken and make arrangements for a review.

### **Parents of the perpetrator**

- Will be invited to school to discuss the reported incidents
- Be informed of the strategies to be used with their child to prevent further incidents
- Be involved in preventing further incidents and informed of the possible consequences of continuing inappropriate behaviours
- Kept informed on progress made by their child.

### **Monitoring**

The Head teacher will monitor the effectiveness of the policy and report annually (summer term) to the Governing Body, parents and children (through the School Council).

Members of staff will be informed of complaints about bullying and asked to be vigilant in their monitoring of the children involved. Records of incidents will be kept as long as the pupils remain on roll at the school. When a child transfers to another school, the Head teacher will inform the receiving school of any incidents if it is felt that the child is at risk of bullying or is likely to put other children at risk.

Any child can be bullied but certain factors make bullying more likely:

- Being shy and lacking close friends in school
- An over-protective family environment
- Being from a different racial group to the majority
- Being different in some obvious respect e.g. wearing glasses, stammering, having a disability.
- Behaving inappropriately, intruding or being a 'nuisance'
- Possessing expensive accessories e.g. mobile phones, computer games etc.
- Being gay or having family members that are gay.
- Having poor mental health
- Being a specific gender



### **Senior Management Team**

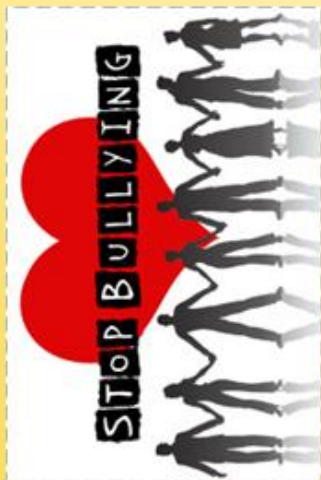
S Steward      Head Teacher

A Reynolds    Deputy Head Teacher

D Rutter        Assistant head teacher

P Scott        Chair of Governors

*P. Scott*



**How do we prevent bullying?**

- School Behaviour Policy promotes positive behaviour.
- Worry boxes on display for children to insert any concerns that they cannot verbalise
- School celebrates anti-bullying week to stand against bullying as a school.
- Junior Leadership Team discuss ways to support and are proactive in gaining the opinions of peers.

The Head, the Governors, the staff and the children will work together to ...

- Make our school a safe place for all.
- Ensure everyone is kind and considerate to each other.
- We will help everyone to get along with each other.
- We believe that everyone has the right to be who they are.



Lower Kersal Community Primary School  
St Aidan's Grove  
Salford  
M7 3TN  
Tel: 0161 792 2726

## Lower Kersal Primary School

Child Friendly

Anti-bullying policy



*...a school where everyone matters*



**Verbal**  
**Homophobic**  
**Racist**  
**Excluding**  
**Sexist**  
**Physical**  
**Disabilist**  
**Cyber**  
**Rumours**

### What is bullying?

The children of this school have agreed that

- Bullying is:**
- Behaviour that happens continuously over a period of time
  - Behaviour that is to hurt your body or your feelings
  - It is hard for you to stop it on your own
  - STOP – Several Times On Purpose

Different types of bullying are:

- Emotional: Hurting people's feelings, leaving people out, being bossed about.
- Physical: Punching, kicking, spitting, hitting, pushing.
- Homophobic/biphobic/transphobic: Calling a person because they may be gay, bisexual or transexual.
- Through a 3rd person: Sending a friend with horrid messages.
- Verbal: Being teased, name calling, hand signs.
- Racist: calling people racist names.
- Sexual: Rude comments, touching you when you don't like it.
- Cyber: texts, e-mail, online messages on social media intended to hurt another person.

### When is it bullying?

## S.T.O.P

**SEVERAL  
TIMES  
ON  
PURPOSE  
STOP**

**if you are bullied...**

#### **DO:**

- Ask them to STOP if you can.
- Use eye contact and tell them to go away.

- TELL SOMEONE!

#### **DON'T:**

- Do what they say.
- Get angry.
- Hit them.
- Think it is your fault.
- Hide it.

### Who can I tell?

- A friend
- A family member
- Teachers
- School Ambassadors
- Lunch time staff
- Any other adult



#### **MOST IMPORTANTLY:**

If you are being bullied...



**Start  
Telling  
Other  
People**