

## King's Wood School and Nursery Anti-Bullying Policy



King's Wood School believes that every student and member of staff has a right to study or teach without discrimination or threat and to be able to fulfil their potential.

### Definition of Bullying

'Behaviour usually repeated over time, that intentionally hurts another individual or group, physically or emotionally' \*(Safe to Learn, DCSF, 2007)

*"Bully-. a person who habitually seeks to harm or intimidate those whom they perceive as vulnerable*

***Bullying can include:** name calling, taunting, mocking, making offensive comments; kicking, hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, social networking sites and instant messenger); producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.*

### Preventing, Identifying and Responding to Bullying

This Policy only works if the whole school community understand that bullying is not tolerated. All staff should be alert to the possibility of bullying and investigate any incident between children thoroughly.

#### We will:

- Work with staff and outside agencies to identify all forms of bullying including prejudice-driven bullying\*.
- Provide opportunities through assemblies, the curriculum and events during the year to educate and promote computer safety.
- Provide opportunities through both the explicit and implicit curriculum to develop pupil's social and emotional skills, including resilience.
- Reinforce positive behaviour through our behaviour and e-safety policies.
- Consider all opportunities for addressing bullying including through PSHE and the wider curriculum, assemblies, circle time, school's council and social / emotional support.
- Train all staff to identify bullying and follow the school policy and procedures on bullying.

*\*This includes sexism, racism, homophobia, transphobia or bullying associated with a person's disability or other protected characteristics.*

## **Anti – Bully Procedure at King’s Wood**

If a student, member of staff or parent / carer reports a bullying incident a senior member of staff will direct the investigation. The Headteacher will be informed.

All children involved and any witnesses will be spoken to either by the senior member of staff or members of the inclusion team. In this way we would hope to gather a full picture of exactly what has occurred and how best to deal with it.

If it is felt that bullying has occurred then the perpetrator will receive an appropriate sanction and their parents will be informed. Sanctions may include removal from the playground for a period of time, internal suspension or external suspension. In serious cases the Headteacher will request a meeting with parents / carers.

In all cases of bullying a trauma informed restorative approach will be used to both support the victim and the perpetrator going forward. The inclusion team, with the senior leader who is dealing with the incident, will discuss whether any further social and emotional support is required and put the relevant interventions in place. Follow -up interventions may include friendship groups, social emotional support groups, one to one learning mentor support or anger management.

All relevant staff will be made aware of the situation so that it can be monitored closely both in class and on the playground.

If a perpetrator continues to bully more serious sanctions will be put in place in conjunction with pastoral support. The ultimate sanction being permanent exclusion.

A detailed record will be kept on CPOMs.

It may be that in our monitoring of incidents we see a pattern of behaviour that leads us to believe a student is either the victim or perpetrator of bullying. In this instance we would then follow the procedure above.

### **Monitoring & Review, Policy into Practice**

We will review this policy at least every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by DFE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Last Reviewed: May 2023