



The Kennet Federation Anti-Bullying Policy

1 Statutory Basis

This policy is based on DfE guidance “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, updated in March 2017. The guidance can be found at <https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

This policy should be read in conjunction with The Kennet Federation Positive Behaviour Policy.

2 Aims and Objectives

The Kennet Federation is committed to the creation of positive and safe learning environments for all.

We aim to:

- Promote the ethos and values of the schools
- Promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school communities
- Raise the standards of behaviour
- Ensure that all members of the school communities understand what is meant by the term ‘bullying’ and have a set procedure for dealing with incidents of bullying

3 Definition of Bullying

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying” 2017)

Bullying can be:

- Physical – hitting, kicking, stealing or hiding belongings, sexual assault.
- Verbal – name calling, insults, offensive or sexual remarks, threatening language.
- Indirect – social exclusion, spreading rumours or stories, gossiping, graffiti, defacing property, taking of belongings, displaying literature or materials of a racist, sexist or pornographic nature. It can include offensive or abusive text or internet messages.
- Ongoing and deliberate – it is different from spontaneous unacceptable behaviour.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to SEND
- Bullying related to appearance or physical / mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying
- Bullying via technology

4 Preventing Bullying

We aim to prevent bullying at our schools by:

- Sharing as a team any changes in the circumstances of individual children
- Enabling and encouraging children to feel able to talk and be listened to
- Encouraging children to report all incidents of bullying, whether they are the victims or bystanders
- All staff will respond to concerns raised by children, parents or staff and support the agreed procedures
- Giving children opportunities to express and explore feelings
- Promoting and modelling positive behaviour at all times
- Including children in all aspects of school life
- Developing children's empathy skills through direct teaching – Values, Personal, Social, Health and Economic education (PSHE) and with R-Time
- Implementing the procedures set out in this policy and with reference to our behaviour policy
- The whole school community are encouraged to support our policies by signing our Home School Agreement
- Challenge practice that does not uphold the values of tolerance, non-discrimination and respect towards others
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff, Breakfast Club / After School club staff and site support staff) and pastoral staff to identify all forms of bullying, follow the Federation policy and procedures (including recording and reporting incidents)

5 Dealing with Incidents of Bullying

- Suspected bullying incidents or threats of bullying will be reported to an appropriate adult and recorded on CPOMs notifying the Head of School and Executive Head

- Every step will be taken to attempt to stop the bullying incidents or threats immediately
- The adults will investigate further or report the incident to a colleague in a position to investigate it
- Parents of all parties concerned will be informed and discussion and action will be agreed, which may involve an outside agency eg. Behaviour Support, Educational Psychologist or the Police
- A variety of appropriate support and techniques will be used to solve the issues between those who bully and those who have been bullied
- Bullying incidents logged on CPOMS are monitored and given to the Governing Body each term as part of the Headteacher’s report.

Bullying in any form will not be tolerated within our Federation.

6 Involvement of pupils

We will:

- Regularly canvas the pupils views on the extent and nature of bullying
- Ensure that all pupils know how to express worries and anxieties about bullying
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in school and embedded messages in the wider school curriculum
- Publicise the details of help lines and websites

7 Evaluation and Monitoring

Incidents of bullying are reported on and monitored through CPOMs and are reported to the Governing Body on a termly basis through the Headteacher.

Parents views will be sought annually via questionnaires, and monitored through feed back at Parents’ Evenings

Signed	L Telling
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Date	June 2019
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Ratified by Governors	July 2019
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