

## **Bullying and Conflict Policy**

**This policy is in addition to, and complementary to the school behaviour policy, attendance policy, safeguarding policy, disability equality policy, e-safety policy and equal opportunities policy.**

**How do we define bullying and conflict?**

### **Bullying**

Bullying is contrary to the values held at Robert le Kyng Primary School and will not be tolerated in any form. Every member of the Robert le Kyng community has the right to stay and feel safe and bullying prevents this. Bullying is the deliberate intent to upset, hurt and intimidate others by words and/ or deeds sustained over a period of time. It can be actions taken by one person against another or by a group against another person or persons. It can happen at any time in and out of school. Bullying can be physical, verbal, mental, religious, racist, sexist and homophobic. Bullying is harmful to all those involved and can affect not only young people, but also adults who can be subjected to threatening or intimidating behaviour. It is unacceptable in whatever form it takes and will be assertively challenged at Robert le Kyng Primary School.

### **Conflict**

Conflict between pupils can often lead to bullying. Conflict can arise due to personal differences between individual children or groups of children, problems from outside school becoming interwoven with school life or from difficulties arising from the breakdown of relationships between individual or groups of pupils. To prevent conflict developing into bullying, staff can use various procedures at their disposal.

### **Types of Bullying**

- Name calling/ taunting/ mocking
- Pushing/ shoving/ hitting/ kicking/ biting
- Spreading malicious gossip or rumours
- Harassment (including following people and displaying intimidating body language)
- Writing insulting graffiti about another person on property, furniture or buildings. This can also include handwritten notes containing abusive or intimidating messages
- Exclusion from social groups
- Verbal pressure to conform
- Using personal knowledge of another person to provoke a reaction
- Making unpleasant comments about another person's family or friends
- Taking belongings/ defacing the property of others
- Extortion
- Intimidation
- Incitement
- Cyber bullying (see below)

### **Cyber bullying**

This is an aggressive, intentional act carried out by a group or an individual involving the sending or posting of harmful or cruel text or images using the internet or other digital communication devices against a person who cannot easily defend him/herself. Cyber bullying has been identified by the Anti-Bullying Association as taking the following forms:

## Robert le Kyng Primary School

- Text messages: unwelcome texts that are threatening or cause discomfort
- Pictures or video clips taken using camera phones or digital cameras and sent to others via phone or over the internet to make the victim feel threatened or embarrassed
- Mobile phone calls which are silent or contain abusive messages or statements. This could also take the form of stealing another person's phone and using it to harass others to make them believe the victim is responsible
- Threatening e-mails often sent using a false name or somebody else's name
- Chatroom bullying: menacing or upsetting responses to another person in a web-based chatroom
- Instant messaging (e.g. MSN): unpleasant messages sent as children conduct real time conversations online
- Other messaging services (e.g. Snapchat)
- Bullying via websites: use of defamatory blogs, personal websites, community based websites and online personal polling sites

### **Aims and Objectives of anti-bullying work at Robert le Kyng Primary School**

- To reduce the frequency of bullying incidents
- To help and support the victims of bullying
- To understand the reasons why people bully and work to change their behaviour(s)
- To work with parents and the wider community to develop an holistic approach to tackling bullying and conflict between children
- To appropriately punish and educate and support children guilty of bullying and conflict to enable them to change their behaviour

### **Roles and Responsibilities**

Kate Mackinnon is the named member of the Senior Leadership Team responsible for co-ordinating anti-bullying work at Robert le Kyng Primary School. However, every member of the school community has the responsibility to treat bullying seriously.

### **Governors**

- Bullying and anti-bullying work should be included on the governor's agenda and discussed at least once a year

### **Named member of Staff (KM)**

- Will co-ordinate all aspects of anti-bullying work across the school
- Will provide training for all staff on strategies to deal with issues of bullying
- Will liaise with governors and members of teaching staff to develop anti-bullying work as and when appropriate
- Has overall responsibility for ensuring that parents and children are aware of anti-bullying procedures

### **SLT**

- Will discuss anti-bullying work as and when appropriate
- Will ensure that the named member of staff is supported in co-ordinating anti-bullying work across the school

### **Teaching and Support Staff**

- Staff should always listen to and deal with any bullying that they become aware of using the range of procedures outlined below, using their professional judgement about the best course of action in each individual case. They should use the resources available on the shared drive as and when appropriate
- Once an incident of bullying is reported, staff should aim to take action that school day.
- Staff have a responsibility to pass on details of bullying incidents to a member of the Senior Leadership Team
- Staff have a responsibility to communicate incidents of bullying and conflict between children to parents, which can be done either through a telephone call or a meeting. Brief written notes should be kept of any conversations and agreed actions on the school record of bullying allegation sheet.
- All incidents should be recorded in the school's anti bullying log (held in the headteacher's office).
- Staff have a responsibility to teach about bullying, its effects and strategies for dealing with it via the PSHE curriculum.
- Activities surrounding anti bullying week will be supported annually.

### **Children**

- Victims of bullying should always report to their parents, a member of staff, or a member of the senior leadership team.
- Children are encouraged to speak to MDSAs during the lunch hour, unless it is more appropriate to speak to a teacher/ member of SLT.
- Children should always report any bullying that they know about or have witnessed to a member of staff
- Children should encourage the victim to tell someone
- Children should show their disapproval of bullying and tell the bully to stop if it is safe to do so
- Should form a friendship group for the person being bullied to make sure they are not isolated if appropriate. This can be supported by a member of staff

### **Parents**

- Parents have a responsibility to report any incidents of concern and to work co-operatively and supportively with the school to resolve issues between children, accepting the use of both punitive and preventative measures against bullying to achieve a long term solution to the problem
- Parents of children who are bullied on the way into or on the way home from school should either refer the matter to the school **or** to the local police
- Parents should understand that the school can involve the local police with issues that overlap both home and school life
- Parents are encouraged to discuss the matter with the class teacher or the Headteacher. It is advisable that an appointment is made. Parents are expected to work alongside school staff to resolve any issues

### **Policy**

The policy is made available to all staff and parents via the school website. The school council have devised a 'pupil friendly' version of the policy that is displayed on the school council noticeboard.

Kate Mackinnon September 2018

Review date: September 2020