



# The Kingfisher Schools Federation

## Anti-Bullying Policy

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### 1. INTRODUCTION

The Kingfisher Schools Federation has created this policy using a ‘whole schools’ approach. It has involved the whole school community – pupils, staff, governors, parents and carers.

The culture of our schools is to create a safe and emotionally healthy environment for all pupils to learn in. The Federation wish to make it clear that no bullying of any kind will be tolerated.

The Federation also recognizes and embraces Suffolk County Council’s anti-bullying strategy, ‘Stand Out Against Bullying’, attached to this policy.

### 2. OBJECTIVES

The main aim of this policy is to ensure that the whole school community understands what is meant by bullying and how we, as a Federation, deal with such behaviour.

In our schools we believe that bullying is unkind behaviour. We do not allow unkind or cruel behavior in our schools, but recognise not all unkind behaviour is bullying. The key characteristics that turn unkindness into bullying have been arrived at after discussions with all staff/children at both Barnby and North Cove CP School and Southwold CP School.

#### What is bullying?

- Bullying is unfair;
- Bullying is deliberate;
- Bullying is repeated over a period of time;



Young children sometimes fall out with friends or say unkind things when they are angry. We explain to children that this is different from bullying. We call these situations ‘incidents’.

### **What is an incident?**

- It can be meant to hurt;
- It can be an accident;
- It can be a thoughtless action;
- It is an isolated case;

### **Bullying or an incident may include:**

- name-calling;
- teasing;
- physically hurtful behaviour;
- verbally hurtful behaviour;
- taking, breaking and threatening behaviour;
- excluding;

### **3. AIMS, SCOPE & RESPONSIBILITIES**

The main difference is that ‘bullying’ is **persistent and targeted over a period of time**. An ‘incident’ is an **isolated event**.

All staff within the Federation schools are aware of the importance of being proactive in dealing with such incidents. We address bullying by trying to prevent it from happening in the first place and by tackling it consistently, fairly and effectively when it does. The following strategies have been shared and agreed with all staff in order to address the issue of bullying.

- To ensure the playground is monitored at break-times – children are never allowed in the playground unsupervised;
- To monitor the toilets, cloakrooms and corridors during break-times;
- To be aware of children leaving the classroom during lessons;
- To be watchful of all children and be aware of and investigate any changes in behavior;
- To ensure serious incidents are recorded in MDSA’s record book and reported to staff;
- To immediately remove from the playground any child involved in bullying behavior;
- To teach pupils about bullying through the curriculum; e.g. PSHE, RE and assemblies;



- To use the Primary National Strategy materials “Say No to Bullying”.
- To take an active part in the National Anti-Bullying Week;
- To sign up to the Anti-Bullying Charter;
- To discuss strategies to avoid being the victims of bullying and to encourage children to express feelings and opinions;
- To teach pupils the differences between ‘bullying’ and ‘an incident’.

The Head Teacher will take the lead role in resolving ongoing problems. All Parties involved will be fairly treated and have a chance for reflection and to give their side of events.

The parents of both the bully(s) and the victim(s) will be involved whenever necessary and events recorded. We believe that all children can change their behaviour with appropriate support. Staff of the Kingfisher Schools Federation will endeavour to:

- Establish what is *bullying* and what is an *incident*;
- Prevent bullying through consistent strategies;
- Deal effectively with bullying if and when it occurs;
- Promote our positive behaviour policy;
- Encourage children to understand that bullying will not be tolerated and or accepted;

## MONITORING & EVALUATION

- The policy will be reviewed as part of the schools monitoring cycle.
- The Head teacher has responsibility for monitoring this policy.
- **This Policy is due for Review in Spring 2020.**

## IMPLEMENTATION

This policy was adopted at a Meeting of the full Governing Body on 8<sup>th</sup> February 2017.

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**Mr John Beckett**  
Chair of Governors

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**Mrs Ruth Nixon**  
Head Teacher