



KINSALE INFANT SCHOOL ANTI-BULLYING POLICY

Definition

Bullying is an act which is deliberately hurtful by an individual or group, usually repeated over a period of time. It often involves an abuse of power or use of intimidation and can affect an individual or a group.

Bullying isn't when children and young people of a similar age and size find themselves in conflict, without an imbalance of power or use of intimidation. Bullying can take a variety of forms including physical, verbal, non-verbal and cyber.

Aims of the Anti-Bullying Policy

- To create a happy, safe and secure environment, where all children can learn without fear of humiliation or oppression.
- To promote a “whole school” approach, where all signals and signs are identified, and swift, effective action is taken and later reported.
- To promote the well-being of all pupils developing self-esteem, resilience and social skills in order to resolve conflicts calmly.

How will the aims be achieved?

- Ensure a clear and shared understanding by staff (through training), children (through the curriculum) and parents and carers (through information shared on the website) of what constitutes being bullied, being a bully and being an on-looker of bullying and the actions each party should take when bullying occurs.
- Have an effective means of reporting, recording and acting upon any incidents of bullying (see appendixes).
- All staff have the confidence, skills and knowledge to recognise and handle incidents of bullying effectively, including protecting victims of bullying and addressing the needs of those doing the bullying.
- All pupils are taught to manage conflict in a positive, non-aggressive way and are encouraged to recognise and celebrate differences between people through the PSHE curriculum.
- All staff follow the school's main behaviour policy, celebrating positive behaviour through rewards and dealing with negative behaviour through a series of graduated sanctions. Expectations for behaviour are consistent throughout the school and reinforced frequently throughout the year, in class time, during assemblies and through the School Council, linked to the school values.
- Staff are aware that some members of the school community may be more vulnerable to bullying and its effects than others.

Policy date: 28th October 2019

Review date: October 2022

APPENDIX 1 ANTI-BULLYING POLICY PROCEDURES

Responding to allegations of bullying

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- All allegations of bullying are taken very seriously and thoroughly investigated.
- The Head teacher/Designated Safeguarding Lead (DSL) or another member of leadership staff will investigate by interviewing all parties involved.
- The DSL will be informed of all bullying issues where there are safeguarding concerns.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and the actions taken as appropriate.
- A clear and precise account of bullying incidents will be recorded by the school. This will include recording appropriate details regarding decisions and action taken (see appendix 2)
- Any incidents of bullying will be shared with and monitored by the governors, through the head teacher reports shared during the four Full Governing Body meetings each year.

Supporting pupils

Pupils who have been bullied will be supported by:

- Making sure they are not at risk of immediate harm.
- Involving them in any decision-making, as appropriate.
- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice.
- Reassuring the pupil and providing continuous pastoral support.
- Working towards restoring self-esteem and confidence.

Pupils who have perpetrated bullying will be supported by:

- Discussing the situation and the need for their behaviour to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- Sanctioning, in line with the school's behaviour policy.

Appendix 2

Reporting Incidents of Bullying

The following pro-forma will be used to record incidents in school.

Date	Incident Details	Staff involved	Action Taken	Impact