

# Anti-Bullying Policy



**Wistaston Academy**  
Primary and Nursery School  
Together We Learn • Together We Achieve

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<b>Responsible Governor's Committee</b>	Quality of Education
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<b>Frequency of Review</b>	Annually

**CHANGE CONTROL**

<b>Date</b>	<b>Details of Change</b>	<b>Staff Member</b>
Nov '21	Updated types of bullying.	SJ
Jan 25	Updated to reflect Kiva Programme	LD

We are committed to providing a caring, friendly, and safe environment for all our pupils, allowing them to learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should feel confident in speaking up, knowing that incidents will be dealt with promptly and effectively. We are a *TELLING* school, which means that anyone aware of bullying is expected to inform a member of staff.

We are also a **KiVa** school. KiVa is a whole-school approach to anti-bullying, designed to prevent bullying before it happens. By influencing group norms and fostering positive social interactions, KiVa encourages children to take responsibility for supporting their vulnerable peers rather than the bully. In addition to its preventive approach, KiVa provides clear intervention guidelines to effectively address bullying when it does occur.

**What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
Physical	Hitting, kicking, pushing, taking another’s belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> <li>• Racial</li> <li>• Faith-based</li> <li>• Gendered (sexist)</li> <li>• Homophobic/biphobic</li> <li>• Transphobic</li> <li>• Disability-based</li> </ul>	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	All areas of internet, such as email & internet chat room misuse, social networking sites, messaging apps or gaming sites, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities.

Bullying can be related to:

- Race, religion or culture
- sexuality
- special educational need or disability
- appearance or health conditions
- young carers or looked after children or other home related circumstances

## **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and included in the school and their class. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

## **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## Procedures

We have a dedicated **KiVa Team** to address and prevent bullying. This team consists of three specially trained staff members who handle bullying incidents systematically.

When a parent or student reports a case of bullying, the KiVa Team will assess whether it meets the criteria for bullying or if it is a conflict or disagreement between children.

All cases identified as bullying are addressed in a structured manner. Each child involved will be spoken to individually. Following this, those responsible for the bullying (but not the victim) will meet as a group to discuss and agree on how they will change their behavior. Support for the victim is also identified during their individual meeting with the KiVa Team. Follow-up discussions with all students take place after an agreed period to ensure the situation is improving for the victim.

All staff members have received basic training on bullying awareness and will report any concerns to the KiVa Team.

Parents of all children involved in a bullying situation are notified by the KiVa Team; however, discussions primarily take place between school staff and the students.

All incidents and reports are recorded in **CPOMS** and categorised based on the nature of the incident. The **KiVa Screening Form** will also be uploaded, even if the case is not deemed bullying by the KiVa Team.

See Appendix A: KiVa Flow Chart.

## Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## Prevention

The KiVa curriculum is taught to all classes in Key Stage 2 (Years 3–6). Each lesson lasts approximately 45 minutes and is delivered once a month. During these lessons, children learn about respecting others, inclusion, group dynamics, and how to support someone who is being bullied.

The lessons are complemented by the KiVa computer game, where students navigate a virtual school and practice anti-bullying actions. The goal of the curriculum is to educate students on their role in preventing bullying. Instead of being silent bystanders or assistants to the bully, children are encouraged to support the victimized child, fostering a shared sense of responsibility within the class.

At the end of each lesson, each class develops and agrees on an anti-bullying class rule.

In Key Stage 1, we follow KiVa strategies and messages, incorporating lessons focused on friendships and anti-bullying.

## Help Organisations:

**Appendix A**

**KiVa -HANDLING OF THE BULLYING CASES**

