



Knightsridge Primary School Anti-Bullying Strategy

Created by pupils, staff and parents



An incident is reported by a pupil, friend of a child or parent/carer

February 2024



Bullying is both behaviour and impact; the impact is on a person's capacity to feel in control of themselves. This is what we term as their sense of 'agency'. Bullying takes place in the context of relationships; it is behaviour that can make people feel hurt, threatened, frightened and left out. This behaviour happens face to face and online.
(respectme, 2015)

Bullying behaviours may include – **deliberately** hurting or upsetting another child through words (emotional harm), actions (physical harm) or on-line harm. This may be persistent and over a period of time. It is excluding a child, or treating them differently because they are different to you. At Knightsridge we recognise the impact of bullying behaviours, this may happen after one or more occasion.



**CT – Class Teacher, PSW – Pupil Support Worker, SLT – Senior Leadership Team

1. REASSURE

Ensure children's and parent's views are being listened to and taken seriously and acted upon.

4. REPAIR and RESTORE

Adult hold restorative conversation (mediation) between all involved, all voices heard - Pupil Voice

- What **triggered** this incident?
- How were you **feeling** at that time?
- What **behaviours** did you display?
- What can you do to **restore** and **resolve** this situation?
- Use Emotions Works/Zones to help lead and prompt conversations

2. REVEAL

CT/SLT/PSW speak to the child and all the children involved to find out what has happened, get their account of the incident

- What was the behaviour and impact?
 - What does the child want to happen?
 - What do I need to do about it?
 - What attitudes/ discrimination (prejudices) /other factors have influenced it?
- (Report to CT and SLT)

CT/SLT to contact parent/carers following discussion within a reasonable time.

5. RESET

Time to act upon the changes agreed, reflecting school vision and values

3. REFLECT

Speak to the child/children who has/have displayed bullying behaviours

- Identify feelings/reasons which caused them to act this way
- Agree on alternative ways to deal with these/regulate behaviours
- Help to understand impact on others
- Discuss how to restore relationships
- Agreed consequence, parent contacted**

6. REPEATED

If behaviours are repeated, parents contacted, reported to SLT, meeting in school, agreed plan of action for child. Record on Pastoral Notes and Seemis



I need to know you are listening and taking me seriously so I can trust you.

Please allow me time to calm and regulate before we speak.



Please deal with the incident calmly, ask me who my trusted adult is.



- Agree a time to follow up and check in again with parent/pupil
- Class teacher to record **ALL** incidents, phone calls and meetings with parents on Pastoral Notes