

# Kindness Charter - EYFS and Key Stage 1

January 2021

**Bullying is doing something persistently and more than once.**



- We do not accept any kind of bullying a Cameley Primary School.
- Everyone (this includes all children, friends and all adults) has the right to feel welcome, safe, happy and listened to.
- We should treat everyone with kindness and be polite. We should treat others as we wish to be treated and we should be honest.
- If bullying happens it will be dealt with quickly and seriously so it stops.
- Everyone should know what help and support there is for them if they are being bullied or know of someone who is being bullied.

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## What is bullying?

Bullying is deliberate and hurtful behaviour, repeated over a period of time, where it is difficult for the recipient of this behaviour to defend themselves.

### **Bullying is:**

1. When somebody is unkind to the same person over and over again.
2. Repeatedly making someone feel unsafe and unhappy to come to come to the point when they don't even want to come to school.
3. Deliberately making somebody else feel unhappy and uncomfortable. Bullies can be boys and girls!
4. Making someone feel that they are powerless to stop the unkind behaviour.
5. Making it clear that the bullying behaviour will happen again.

### **Bullying is not:**

1. Falling out with your friends and having an argument.
2. Accidentally bumping into someone.
3. Unkind behaviour that happens once. If somebody is unkind once, but then learns from their mistake and isn't unkind again.

These issues will be dealt with seriously as they can also be upsetting and hurtful to all involved. However, it will be made clear to all involved that this unkind behaviour is unacceptable, but is not bullying.

## What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse. Mobile threats by text messaging and calls. Misuse of associated technology ie: camera and video facilities including those on mobile phones)
- Because people are seen to be different, for example (the way somebody acts or looks)

## What are the signs and symptoms of bullying?

There are many different signs that somebody is being bullied. Often the victim starts acting out of character.



Some could be:-

- Is frightened or walking to and from school or changes route or routine
- Begs to be driven to school and doesn't want to be left
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Making excuses to avoid school
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Very teary and starts crying more than usual
- Threatens or attempts to self-harm
- Threatens or attempts to run away
- Has difficulty sleeping, wets the bed or has nightmares
- Feels ill in the morning

- Has frequent stomach aches
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Has unexplained cuts or bruises
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber-message is received
- Gives improbable excuses for their behaviour
- Having a sad face/crying
- Being really angry
- Says that they feel lonely.

## Why do people bully?

There are lots of reasons why some people bully. Some could be:-

- Because they decide that they don't like someone for whatever reason
- To feel powerful/to have their own way
- Jealousy
- To feel good about themselves
- To be in control/because they are angry
- Because they want something (attention, possession or friends)
- Because they want someone to do something
- To look good in front of other people/think it makes them feel popular
- Because their friends are doing it (peer pressure)
- To be big/clever/selfish
- Because they feel sad themselves
- Because they are being bullied themselves
- Because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)
- They may not understand how wrong their behaviour is and how it makes the person being bullied feel
- Because they think someone else is not being kind or is bullying
- Because they need some help or support themselves (if they have a disability of their own)
- They are frightened about what might happen or what they do not know.

## How can we prevent bullying?



### **What to do:**

1. TELL! If we see someone being bullied or are being bullied we should always tell an adult we can trust so the bullying is stopped. If we do nothing it means the bullying behaviour is unlikely to stop and they will continue hurting people.
2. If we are unable to tell an adult or find it difficult then write down what is happening and put it in a worry box.

### **What not to do:**

1. We shouldn't try to deal with the problem on our own - we should ask for help.
2. Don't hit the bullies else we might get into trouble and get hurt ourselves.
3. Don't exaggerate - always tell the truth about what has happened.
4. Don't hide information from an adult - keeping things secret is the bullies' biggest weapon.

## What parents can do:

1. Communicate with the school. Talk to teaching staff to let them know if you are concerned. It is important that the communication starts as soon as there is a concern so that it can be dealt with quickly before exact facts are forgotten and before any more problems or concerns arise. The quicker a problem is communicated the quicker it can be dealt with and stopped!
2. Write down what your child is telling you with the date and time. Facts and information are easily forgotten over time so it is important to write these down.
3. Do not delete any texts or e-mails of a bullying nature. It is important to keep these so that everybody concerned can see the evidence.
4. Do not talk about the issues on the playground or on public social networking sites. Gossip always makes matters worse for everybody concerned.

# Child is bullied

## Step 1a

Self referral by student using a 'worry box' or incident card

## Step 1b

Student personally approaches:

- Buddy
- Class Teacher
- Non-teaching trusted member of the school community
- TA
- Dinner Lady
- One of your friends
- Office staff
- Headteacher

## Step 2

- Class teacher meets with student about who is involved and their feelings
- Teacher talks to pupil/s involved separately. It is made clear the bullying behaviour stops.
- Reviewed within one week.
- The bully/s are encouraged to apologise.
- Class teacher logs all incidents in behaviour log book and frequently informs Headteacher.
- Parents of both the bully/s and victim are informed.

## If continues

## Step 3

- Class teacher and Headteacher meet with bully/s and sanctions agreed (eg. loss of playtime and privileges).
- Class teacher and Headteacher meet with victim and discuss feelings and steps forward (advice from outside agencies may be asked for).
- PSHE sessions to involve the class supporting the victim and bully/s.
- Parents of both the victim and bully/s are informed.
- Class teachers log is maintained.
- Short term review

## Step 4

- Headteacher and Class teacher to meet with the parents of both the victim and the bully/s and sanctions ( eg. lunchtime exclusion, separation from peer group) and actions are agreed. A review date is agreed.
- Headteacher to keep a log of all incidents, meetings and agreed actions.

## Step 5

- Outside agencies are called on for support.
- Parental involvement continues with agreed sanctions and actions and regular review meetings (longer exclusion may be implemented).
- Class teacher maintains a detailed log.

## Step 6

Headteacher and Chair of Governors inform/seek advice from LA Head of Inclusion services.

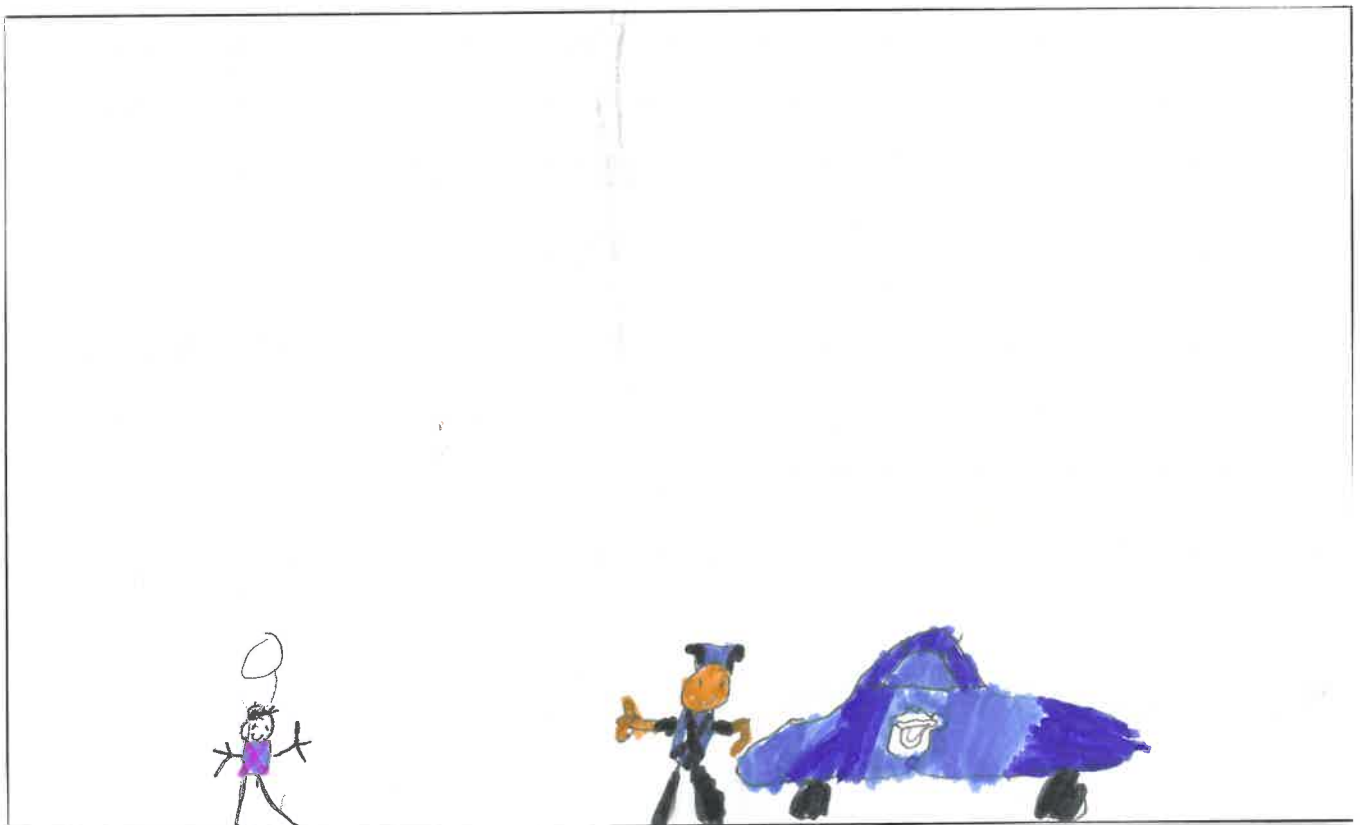
## If continues

If the bullying is severe or the children involved are very young, Steps 2-4 may need to be contracted.

Who can help in school?



Who can help outside of school?



**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues. [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

**Kidscape** [www.kidscape.org.uk](http://www.kidscape.org.uk) 02177 303300

**Childline** - advice and stories from children who have survived bullying  
080001111

**Bullying on line** [www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** - advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)  
0808 8002222

**Parents Against Bullying** 01928 576152

### Useful sources of information

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen [www.stonewall.org.uk](http://www.stonewall.org.uk)

**Cyberbullying.org** - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site [www.cyberbullying.org](http://www.cyberbullying.org)

**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)

**Know IT All for Parents** - a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement [www.childnet-int.org/kia/parents](http://www.childnet-int.org/kia/parents)

## **Approval of Charter**

Date \_\_\_\_\_

- I understand what is meant by bullying.
- I know where pupils can get help at school.
- I know where pupils can get help put of school
- I believe Cameley Primary School takes bullying seriously and acts upon it swiftly. We have learnt what bullying is and how it can be dealt with.

### **Signed**

\_\_\_\_\_ Willow

\_\_\_\_\_ Hazel

\_\_\_\_\_ Staff Anti-Bullying Lead

\_\_\_\_\_ Parent

\_\_\_\_\_ Chair of Governors

\_\_\_\_\_ Headteacher

This Charter has been developed and adopted in consultation with the whole school community and is linked to the Anti-Bullying, Behaviour, Safeguarding and E-safety policies.