

## KE Bullying Policy

Kinda Forest school is committed to providing a supportive, caring and safe environment in which all children are free from fear of being bullied. We take bullying and its impact seriously. Bullying of any form is not tolerated, whether carried out by a child or an adult. Anyone who knows bullying is happening is expected to tell a Kinda facilitator. All Kinda facilitators are aware of our position on bullying.

Any child who is a victim of bullying will be dealt with in a sympathetic manner. A clear account of the incident will be recorded and the behaviour policy implemented. All facilitators will be informed so close monitoring of the victim and the bully can begin. Parents of both parties will be informed.

### What is Bullying

We recognise many children and young people experience conflict in their relationships with other children/young people and at Kinda Forest School we are committed to developing empathy and the skills to manage relationships in a peaceful and kind way that does not harm others

At Kinda Forest School our definition of bullying is, 'The repetitive, intentional hurting of one person or group, where the relationship involves an imbalance of power. It can happen face to face or on-line.'

Bullying is unacceptable. At Kinda Forest School we will respond promptly and effectively to reported incidents of bullying.

At Kinda Forest School....

- Everyone has the right to be treated with respect.
- Everyone has the right to feel happy and safe.
- No one deserves to be a target of bullying.
- Individuals who bully need to find different approaches to their behaviour.

National research has shown some children are particularly vulnerable to bullying, including children with SEND, looked after children, pupils from minority groups or faiths, young carers, LGBT pupils and those perceived to be LGBT

### Types of Bullying behaviour

- Emotional – being unfriendly, excluding, tormenting, threatening
- Verbal – name calling, sarcasm, spreading rumours, teasing, using derogating language.
- Extortion – demanding money/goods with threats.
- Online – social media, messaging, calls, misuse of photos/videos.
- Racist – racial taunts, graffiti, gestures.
- Sexual – unwanted physical contact, sexually abusive comments.
- Homophobic/Bi-phobic – bullying because of sexuality or perceived sexuality.
- Transphobic – because of gender identity/perceived gender identity

### Preventing Bullying

We believe prevention is the responsibility of the whole of the Kinda Forest School community.

At Kinda Forest School we do this by...

- Involving the whole community in our policy.

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- Using times for discussion to ensure children understand the difference between relational conflict and bullying.
  - Building a positive ethos respecting all types of difference.
  - Creating a happy and safe environment where positive relationships are celebrated.
  - Working to develop empathy, social skills and emotional intelligence within our community.
  - Considering safeguarding and reporting concerns to the DSL
  - Provide assurances to a child that raises concerns they will be listened to and action taken.
  - Provide clear messages bullying must stop
  - Work with both parties to find solutions. Work to identify how to prevent recurrence. Implement behaviour policy.
  - Raising awareness of online bullying.
  - Offering additional training to facilitators.

### **Reporting Bullying**

At Kinda Forest School children are encouraged to talk to facilitators if they are unhappy or have concerns. This includes any bullying that is taking place outside of Kinda Forest School meeting times. If children raise a concern, Kinda facilitators must LISTEN and BELIEVE.

### **Responding to Bullying**

Secure the safety of the target of bullying

Consider safeguarding concerns and report to DSL if required.

Assure child they have been listened to and action will be taken

Take action to stop bullying from happening again

Consider who is involved, send clear message it must be stopped.

Work with both parties to find solutions and identify ways to prevent recurrence.

Whole group reflection Reflect and learn from the incident.

Consider discussion of bullying issues with whole group

On a regular basis, we give children the opportunities to discuss how happy and safe they feel at Forest School. We do this through discussion around the fire and individually recorded reflections.

All facilitators will fill out a behaviour report form (see Behaviour Policy) when dealing with incidents of bullying.

### **Information for Parents/Carers or Referrers**

- If any Parent/Carer has a concern, they should speak to a Kinda Forest School facilitator immediately.
- Kinda Forest School will work with parents/carers to ensure bullying is stopped and that support is given where needed.
- Parents/Carers should not confront the bully or their Parents/Carers. This can complicate the situation and distress the victim.
- Kinda Forest School will deal directly with all children involved in the incident and their Parents/Carers. Everyone involved will be informed of any action taken.
- If Parents/Carers feel their concern has not been appropriately addressed they should follow the Complaints Procedure.

All members of Kinda Forest School, including facilitators, Parents/Carers and visitors, are expected to treat everyone with kindness, dignity and respect at all times. This includes face to face and on-line/telephone contact.