



CONFLICT RESOLUTION AND ANTI-BULLYING POLICY:

Kivukoni School believes that all students have a right to a safe and healthy school environment, where all children are free to learn with peace of mind.

All within the Kivukoni school community are obliged to promote mutual respect, tolerance, and acceptance, however we are also aware that a healthy learning environment also includes the freedom to openly disagree, and express ones feelings appropriately. With this freedom comes the responsibility to discuss and resolve disagreements with respect for the rights and opinions of others. Such healthy conflict resolution is an important step in promoting respect and acceptance, developing new ways of communicating, understanding, and accepting differing values and cultures within the school community and helps ensure a safe and healthy learning environment for all. These skills will be nurtured through various activities, approaches, group work and challenges, through the regular curriculum as well as through special days and activities geared towards these skills of collaboration, empathy and kindness.

In order to help children appreciate the importance of these skills, from Key stage 2, all children will now be made aware of the **Student Code of Conduct:**

- Students must behave in a way that does not upset, tease, manipulate or physically hurt any other pupil or staff member.
- Students are to resolve disputes without resorting to violence. (refer to Kelso choices)
- Students are encouraged to help fellow students resolve problems peaceably.
- Students can rely on staff to intervene in any dispute likely to result in violence.
- Students needing help in resolving a disagreement, or students observing conflict should seek the help of a staff member to assist them as appropriate.
- Students must behave respectfully to all staff members and fellow pupils.
- Students whose behaviour is of concern to others will be guided and supported suitably as they explore ways of amending their behaviour patterns.
- All staff have the authority to act to prevent violence, ensure pupil safety, maintain order, and discipline students in the best interest of themselves and others, at all times.
- Parents of those involved will be asked to discuss matters arising in confidence, with relevant staff, so that support and understanding of the situation can be mutual from home and school.
- Behaviour that continues to threaten the well-being of other students, physically or emotionally, will lead to punitive measures, including suspension or ultimately expulsion.

This code of conduct can be shared as appropriate, or edited to form an age-appropriate version for classes as relevant.

ANTI - BULLYING PROCEDURES

All staff at Kivukoni School will not tolerate behaviour that significantly infringes on the safety or emotional well-being of any student. A student shall not intimidate, harass, or bully another student through words or actions. Such behaviour includes: direct physical contact, such as hitting or shoving; verbal assaults, such as teasing or name-calling; and social isolation or manipulation.

This policy applies to students on school grounds, while traveling to and from school or a school-sponsored activity, during break times, and whether on or off school grounds.

Kivukoni School expects students and/or staff to immediately report incidents of bullying to the key stage coordinators, health and safety personnel or school director. Staff who witness such acts take immediate steps to intervene when safe to do so. Each complaint of bullying should be promptly investigated.

To ensure bullying does not occur on school grounds, the Kivukoni staff team aim to cultivate acceptance and understanding in all students and staff to help build a safe and healthy learning environment for all. This is currently done through the following means:

- revision of the behaviour management policy annually
- an integral Personal, social and emotional curriculum, specific to our context
- consistent expectations from all staff members that children be good to each other in school, and learn to work well together despite the differences and challenges we may all have
- through school assemblies focusing on social matters and etiquette
- 'pow-wows' as necessary, where emerging problems are dealt with openly, in relevant, secure and non-judgemental group settings, with a member of the pastoral team.
- a 'worry box' for pupils who wish to raise their concerns anonymously, or who can seek support from outside the classroom
- a school council who can also voice concerns on behalf of other students
- a focus on reassuring the victim of bullying, as well as empowering others in class not to be manipulated by bullies
- school and class rules expounded to demonstrate expectations

Teachers should discuss this policy with their students in age-appropriate ways and should assure them that they **need not endure any form of bullying**. Students who bully are in violation of this policy and are subject to disciplinary action, up to and including suspension and expulsion.

As much as possible, we like to deal with behaviour issues positively (see behaviour management policy) i.e. supporting children who are struggling to be constructive, respectful or kind, to understand the value of these qualities, and the benefits of developing them for all involved. Equally the school and class rules should be there to help guide and direct all the children appropriately, and to have ownership of those parameters, and to understand why they are necessary. However if a point is reached where other children in the school community are put at significant risk emotionally or physically, punitive measures will be taken.

Students should therefore also be aware that:

- Students are expected to immediately report incidents of bullying to relevant staff.
- Students can rely on staff to promptly investigate each complaint of bullying in a thorough and confidential manner.
- Any student who engages in bullying may be subject to disciplinary action up to and including expulsion in consistent and/or extreme cases, where other more constructive measures are not having a positive impact.
- If the complainant student or the parent of the student feels that appropriate resolution of the investigation or complaint has not been reached, the student or the parent of the student should contact the school director, or the board of management.
- The school prohibits retaliatory behaviour against any complainant or any participant in the complaint process.

The procedures for intervening in bullying behaviour include, but are not limited, to the following:

- Staff who witness acts of bullying shall take immediate steps to intervene.

- Staff, parents or students witnessing or experiencing bullying are strongly encouraged to report the incident and relevant parties should put it in writing for clarification; such reporting will not reflect on the target or witnesses in any way.
- Parents will be required to come and discuss the situation with relevant staff and pupils.
- Parents should allow the school to lead in communications and resolutions, and support the plan as appropriate in each case.
- All staff, students and their parents can receive a summary of this policy encouraging conflict resolution and prohibiting intimidation and bullying as part of the school system's notification to parents.
- The school will make reasonable efforts to keep a report of bullying and the results of investigation confidential.

This policy was reviewed in October 2019.