

Anti-Bullying Policy

East Ravensdale Primary School



Wonder Joy Belief

S.T.O.P.

Bullying is if someone does something unkind to you

Several

Times

On

Purpose

If someone does bully you, you must -

Start

Talking to

Other

People

At East Ravensdale Primary School we respect every child's need for, and rights to, an environment where safety, security, praise, recognition and opportunity for taking responsibility are available. Bullying of any kind is unacceptable in our school. Our anti-bullying policy ensures that all our children can learn in a supportive, caring and safe environment without fear of being bullied. If bullying does occur, all pupils should be able to talk to staff and know that incidents will be dealt with promptly and effectively. We are a listening school – if children talk, we will always listen and act. It is therefore vital that children feel they can talk to anyone they trust. This means that anyone who knows that bullying is happening is expected to alert the staff, parents or a trusted adult.

Our aims are –

- To promote the well-being of all pupils.
- To prevent, reduce and eradicate all forms of bullying.
- To offer an environment free from all forms of abuse.
- To have a consistent approach for dealing with incidents of bullying.
- To promote a whole school approach, where signals and signs are identified and swift and effective action is taken.
- To ensure that all pupils and staff and parents are aware of this policy and their obligations.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, 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.

What is bullying?

Bullying is intentional, repetitive and involves an imbalance of power.

Bullying results in pain and distress to the victim. It is different from other types of aggressive behaviour because it is defined as something that happens more than once and is directed specifically at an individual or group.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Sexual - unwanted physical contact or sexually abusive comments
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet, such as email & internet chat room misuse
 - Mobile threats by text messaging & phone call
 - Misuse of associated technology, i.e. camera & video facilities

It can also include material bullying which includes damage to belongings and extortion

Perpetrators may use different pretexts as the basis of their bullying, basing their comments or actions on:

- The religious background or faith of the person bullied
- A disability, perceived physical difficulty or Special Educational Need.
- The race of the victim: e.g. racist name calling, taunts, graffiti or gestures
- The sexuality of the victim: e.g. homophobic bullying

Bullying can also take place through third person involvement i.e. another person being encouraged to take part in any of the behaviours above.

This policy also relates to any incident of adult bullying by staff or parents. If the Head teacher is suspected of bullying, the matter should be reported to the Chair of the Governing Body.

Bullying is not:

It is important to understand that bullying is not odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Bullying Outside School Premises

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside local shops, or in the town centre.

Where bullying outside school is reported to school staff, it will be investigated and acted on. The head teacher will also consider whether it is appropriate to notify the police or the local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

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.
- Pupils who are bullying need to learn different ways of behaving.
- Schools have a responsibility to respond promptly and effectively to issues of bullying.

Cyber-bullying and E-Safety

The internet has become an integral part of children and young people's lives, providing invaluable educational, creative and social opportunities. However, the exposure to inappropriate, harmful or fraudulent content and potential risks of grooming, abuse and cyber-bullying has led to widespread concern for the safety of children on-line. Whilst safeguarding measures have markedly improved since the Byron Review – 'Safer in a Digital World (1)', the challenges posed by rapidly changing technology means there is still much more to do to secure children's digital safety.

Computers, gaming consoles and smart phones have given children and young people access to the internet, instant messaging, social networks and a myriad of ways of communicating with one another that a generation ago, were almost non-existent.

Whilst e-technology can be a great thing in lots of ways, it also means that there are now far more ways in which children and young people can be bullied. It also brings a whole host of connected issues around keeping safe on line, or 'e-safety'.

What is Cyber-Bullying?

This is bullying through the use of technology. Because this type of bullying is often faceless, it is potentially much easier to bully without it being detected or perceived as bullying, and is often more difficult for teachers, carers, parents and even peers to know that bullying is happening until it is well-underway.

Cyber-bullying frequently involves more than just the bully, or the bullies and the victim. Cyber-bullying is open to 'onlookers, bystanders and witnesses' who can be either helpful e.g. by alerting someone who can protect the victim, or can cause further harm by becoming involved and encouraging the bullies to continue or reinforcing the bullied image of the victim. This type of bullying can become a criminal offence.

Because of the availability and accessibility of technology, cyber-bullying, or bullying through the use of technology can happen at any time of day or night. Because it is not done 'in person' then the potential is for any child to be bullied at any time by any individual and for it to go unreported and unnoticed. The emotional impact on children can be devastating and so children need the means to recognise and report bullying and all professionals, parents and carers need the means to recognise, support and protect children and act on cyber bullying.

East Ravensdale CofE Primary has adopted CEOP (Child Exploitation and Online Protection) materials and ethos when dealing with and advising on e-safety.

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 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 someone who has asked them for money)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (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 - Reporting Children

Children are encouraged to **Start Talking to Other People'**

- They are encouraged to report possible bullying to any member of staff they trust, a friend or a member of their family.
- Children may post a message in the "worries" box to voice any concerns.
- Children who are 'bystanders' are encouraged to support their peers by reporting any suspected bullying.

Staff

- All incidents of suspected bullying will be dealt with by the member of staff it is reported to, usually the class teacher.
- All staff are responsible for the health and wellbeing of the children and have a duty to respond seriously to any claim of bullying.
- If they are unable to investigate the matter must be **referred immediately** to the head teacher or another class teacher
- The Head teacher will also be informed and, if bullying is confirmed it will be logged in the school Bullying Log which is kept in the head teacher's office— all instances of bullying will be recorded and monitored for patterns of behaviour.
- Teaching Assistants should report to a class teacher or HT if they have any concerns about potential bullying.
- Lunchtime supervisors report to class teachers or the Head teacher where there are any concerns about children's behaviour.

Parents

- Parents are encouraged to share any concerns with their child's class teacher or HT.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, particularly if behaviour in school is repeated out of school, the police will be consulted.

Procedures —

Outcomes Victim

- The bullying behaviour or threats of bullying must be investigated immediately and the bullying stopped.
- Victims will be reassured that they have done nothing to deserve the bullying and that what may have happened is not their 'fault'
- The victim will be consulted with on how to rebuild relationships with the perpetrator if they want to do this.
- Referral to a counselor may be considered appropriate.
- Following investigations, staff will periodically 'check in' with children that have been the victim of bullying to ensure that the child feels happy and secure at school.

Perpetrator

- Most importantly, the perpetrator should be helped to realise that bullying will not be tolerated, that it must stop immediately and that there can be no reoccurrence
- Children are helped to reflect upon their actions and to empathise with how the bullied child may feel.
- Children that have bullied are supported to modify their behaviour – this may be through a report

card, structured lunchtimes including and involvement of parents to reinforce the unacceptable nature of bullying.

- Other consequences may take place such as loss of golden time or other 'privileges' in school
- Temporary exclusion for one or more days may be considered if appropriate.
- After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Parents

- Parents / carers of both victim and perpetrator will be kept informed throughout the process
- Close contact will be maintained with the victim's parents or carers to ensure that the victim adjusts positively back to school life as quickly as possible.
- Parent views will always be considered but the school will stress that wherever possible reconciliation will be considered in order to provide clear resolution for all concerned while not condoning the bullying.

Reconciliation

- The perpetrator will be asked at a suitable point to genuinely apologise, in writing or in person
- Children will be encouraged to reconcile any issues over a period of time so that any injustice can be rectified.

Procedures — Recording

- All serious behaviour incidents are recorded in the school records. These are periodically checked to see if there are patterns of behaviour that may be regarded as bullying.
- The HT is responsible for coordinating the recording system, liaising with class teachers and other staff to ensure that incidents of bullying are not missed.
- Periodic analysis of incident forms i.e. numbers of incidents, numbers of children involved, analysis of sanctions etc will help staff to measure the success of our policies of poor or challenging behaviour

Prevention

We aim to help children to prevent bullying. As and when appropriate, children may:

- Be involved in discussion about writing school rules
- write and sign class rules at the start of each year
- sign a behaviour contract
- write stories or poems or draw pictures about bullying
- read stories about bullying or have them read to a class or assembly
- use role play and 'hot-seating' to help create feelings of empathy
- have discussions about bullying and why it should not happen
- The school has a range of strategies in place to help children work and behave cooperatively in order to minimise the possibility of bullying taking place.
- We take part in the National Anti-bullying week in November each year, involving all children in discussions about acceptable behaviours and ensuring all children know what procedures should be followed.
- We have regular school assemblies focused around PSHE themes of bullying, friendship and expected behaviour.
- The school has a clear behaviour policy that rewards positive behaviour. The school rules are clear and straightforward and focus on positive attitudes.
- Children are encouraged to help perpetrators and victims reflect upon their actions.
- Both children and parents are made aware of how to use the internet safely and of the possibilities of cyber bullying.
- **Above all children are encouraged to 'Start Talking to Other People' if they feel they are being bullied or if someone they know is being bullied.**

This policy will be reviewed annually and shared as part of the School Handbook at the start of each year to ensure that all staff are aware of the procedures to follow.

This policy will be reviewed by ___ R Mottram _____

Adopted by Governors on _____

Signed: _____ Date _____