



Anti-Bullying Policy

Rationale:

At Ripley Endowed C of E Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a positive and secure atmosphere. Bullying behaviour of any kind is not tolerated and the perpetrator and the target of the bullying will both be supported to resolve the situation.

Principles:

We believe that:

- bullying behaviour is unacceptable in any form
- all children have the right to an education free from fear, harassment or degradation
- bullying behaviour is a problem not only for the perpetrator and the target but also the school and wider community
- all incidents of bullying should be dealt with promptly and effectively
- best outcomes follow when the school can work together with parents/carers to address concerns about bullying behaviour and victimisation

The school ethos supports our anti-bullying policy and builds upon our Christian Values.

Aims:

All the school community will:

- ensure the safety and happiness of the children
- value educational achievement
- provide a model for behaviour
- maintain a reputation as an effective, caring school
- promote school values which emphasise and praise cooperative, positive behaviour and reject bullying behaviour
- use the curriculum to raise awareness of bullying and address it regularly through PSHCE lessons and collective worship
- take responsibility for standards of behaviour – children, teaching and support staff, parents, governors and outside agencies.

Definition:

What do we mean by bullying?

The definition of bullying is as follows:

Bullying is said to occur when a child or group of children are upset or frightened by the behaviour of another child or group of children. Bullying can be physical, emotional or verbal. Bullying is a complex issue with frequency of incidence being an important factor. One off incidents of unkindness or unfairness does not necessarily constitute bullying. Bullying is deliberate, usually repeated over a period of time, causes harm and can be difficult to resolve without additional support. Bullying can take place over a long period of time, but can also be a short-term phenomenon. The actual incidents do not have to take place within the school

environment, but the effects will inevitably be felt in school. They do not they happen solely in the playground, but can occur in the classroom and elsewhere.

Bullying can be:

Direct

- Physical- Kicking, hitting, taking belongings etc
- Verbal- name calling, taunting etc
- Non-verbal- face pulling, gestures etc
- Emotional – excluding, tormenting, putting people down etc

Indirect

- Cyber bullying e.g. mobile phones, instant messaging, social network sites etc

Bullying can also focus on different social identities:

- Race, religion and culture
- Sexual orientation and gender
- Disability and special needs

Bullying can also:

- Take place outside of school hours
- Be between children/ children and adults/ adults

Ethos and the environment of the school:

- The school is justifiably proud of its ethos and openness and encourages the children to talk about their concerns, fears and experiences. All our staff talk with the children, will listen sympathetically and will follow up any issues.
- The staff are aware of the need to deal sensitively with any issue and will respond positively, immediately and cautiously.
- The staff will always believe what they are told until the matter has been investigated. They will not allow knowledge of a child's previous conduct to prejudice any investigation.
- We have excellent links between home and school, and parents are involved in all aspects of their child's school life. This includes enlisting parental support when dealing with incidents.

Roles & Responsibilities:

The role of the Staff:

- all staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded and monitored.
- all staff have a 'duty of care' to children and young people and must at all times provide proper supervision of the pupils in their care.
- all staff must ensure that they understand what bullying is and its effects on those involved:
- all staff understand what would constitute bullying behaviour in their relationships with children and young people and with other adults
- all staff take all concerns of bullying seriously, investigate, and act in accordance with the school's anti-bullying procedures
- all staff work in partnership with parents/carers and families.

The role of the leadership team & governing body:

- the leadership team and the governing body work together to develop and put the anti-bullying policy into practice.
- the leadership team and the governing body take a key role in monitoring the policy and practice within school.
- the leadership team and the governing body review any incidents of bullying behaviour.
- the leadership team and the governing body promote positive relationships between home and school and develop a working partnership.

The role of parents:

- parents contact the school immediately they know or suspect that their child is being bullied, even if their child has asked for “secrecy”, and work in partnership with the school to bring an end to the bullying.
- parents contact the school if they know or suspect that their child is bullying another pupil.
- Parents share with the school any concerns they have that bullying is taking place even when it does not directly involve their child.

The role of children:

- children do not bully anyone, or encourage and support bullying by others
- children tell an adult if they are being bullied
- children act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied

Implementation:

The school staff will:

- ensure the children are adequately supervised at all times, including playtimes and lunch times and know how to implement this policy.
- raise children’s awareness of the issue and address it in a variety of ways; through assemblies, the PSHE curriculum, circle time, the SEAL programme etc which inform them of the school’s expectations and about the unacceptability of bullying and what to do if they experience or are aware of bullying by others.
- use the national ‘Anti-bullying week’ each autumn as an opportunity to increase the awareness of the anti-bullying ethos throughout our school.
- watch for early signs of distress in children e.g. deterioration of work, spurious illness, late attendance.
- be available and willing to listen, treating the matter seriously and offering the victim immediate support and help.
- reassure children that their concerns are noted and that the issues raised will be followed up.
- be offered advice and guidance on how to deal with incidents of bullying.
- follow the schools systems and procedures for dealing with a reported incident
- use the children as a positive resource in dealing with bullying
- ask the aggressor to consider the feelings of the victim and empathise with their anxieties
- ascertain the reasons why the bully bullies others and help him/her resolve the problem
- not allow the victim to feel guilty but encourage him/her to understand that some forms of behaviour may attract bullying
- use peer pressure against bullying behaviour
- record any incident of bullying in the behaviour book and invite parents into school to discuss the matter, if necessary.
- reinforce good behaviour through assemblies, curriculum areas and daily classroom practice.
- effectively communicate with all other relevant members of staff.
- not promise confidentiality.

Intervention and protection:

We are realistic in our expectations of the children in our care and talk to them about the importance of their actions and behaviour. They know to turn to an adult if they need help and support. If a child has been hurt or upset they will be comforted and reassured. The relevant adult will investigate and if the other child's behaviour is not acceptable, it will be dealt with. Any child who has demonstrated bullying behaviour will be encouraged to realise that their behaviour is wrong and will not be tolerated. The child is still a valued member of the school community and restoration will be encouraged.

All bullying assessed at **low** level will be handled quickly and sensitively as above.

Where it is felt that the incident(s) is more serious, at a **medium** level, the school will engage in additional interventions e.g. Silver SEAL, SENCO involvement, circle time, additional levels of adult supervision etc. School consequences or sanctions may also be applied

If bullying incidents became embedded and **high** level the school would seek external support e.g. the involvement of Primary Enhanced Mainstream School. We may draw up an IEP (Individual Education Plan) and undertake 1:1 or specific group work within school. In such cases the school would also consider initiating the CAF (Common Assessment Framework) process, if appropriate.

Post incident responses:

Ripley School will take firm and decisive action to deal with any incident of bullying which is witnessed by or reported to any member of staff. When a member of staff receives information, either directly or indirectly, that a child may have been the victim of a bullying incident, this report will be taken seriously and investigated. We will offer a proactive, sympathetic and supportive response to children who are victims of bullying. The exact nature of the response will be determined by the particular child's individual needs and may include:-

For the target of the bullying behaviour: – protection, sympathy/empathy/counselling and advice on how to avoid future incidents, mediation (where appropriate) and support.

For the child displaying bullying behaviour: - reinforcement that this behaviour is unacceptable, advice and instruction on how to improve behaviour; reinforcement and support for improved behaviour, proportionate use of fairly and consistently applied sanctions.

Working with Parents:

We as a school believe that education is a working partnership with parents and we would always aim to resolve any bullying issues within this partnership. We encourage parents to talk with their children about all their experiences in school. The school takes seriously all expressions of concern from parents/carers and welcomes dialogue at the earliest opportunity, where parents may come into school if they wish to make an appointment to see a teacher.

The school adheres to Local Authority procedures for complaints if unfortunately this becomes necessary.

Systems and Procedures:

- when children feel that there is a problem, they should report it immediately to a member of staff.
- the problem must be reported to the child's class teacher who will investigate the matter
- the problem will be discussed with all parties and a suitable response negotiated
- the class teacher must keep a record of the incident in the behaviour book
- the Headteacher must be informed
- any serious incidents and ongoing problems will be logged in the behaviour book
- the parents of all children involved will be asked to come in and discuss the problem
- serious or continuing incidents will be referred to and discussed with the Chair of Governors

Monitoring:

- the behaviour book is monitored regularly by the Headteacher and any relevant incidents are discussed every half term by the whole staff to identify possible larger patterns of bullying behaviour and ascertain whether the anti-bullying policy is effective.
- the information is used to inform planning for assemblies and initiatives designed to support children. This information is also used to evaluate supervision to further improve the level of care offered to the children.
- any significant school incidents are reported to the full governing body each term to enable analysis of any significant patterns and trends.
- the school forwards any records of racist incidents to the local authority on a termly basis.
- each year the school conducts parent and child perception surveys and the results are shared with families.

Review and evaluation

- The information collected from monitoring and discussions amongst the staff will be used to review and update the school's anti-bullying approach, where necessary.
- The school website and prospectus contains a reference to this policy.
- A strong anti-bullying policy strengthens our good school discipline practice.
- The staff and governors will review the policy every 3 years

Agreed by Governors:- 21st June 2016

Date of Review :- June 2019