



## Rushey Green Primary School ANTI BULLYING POLICY

### **Mission Statement**

We aim to work in partnership with parents to provide an education of the highest quality, which celebrates everyone's success in a happy, caring creative environment where all our differences are valued.

### **THE WELFARE, HEALTH AND SAFETY OF PUPILS**

The 1989 Children's Act was designed to safeguard and promote the welfare of all children and therefore schools have a responsibility to prevent, recognise and deal with bullying in its many forms.

*"Any behaviour which is the illegitimate use of power in order to hurt others is bullying behaviour"*

- **"Action Against Bullying", Johnstone, Munn & Edwards**

*The aims of the school anti-bullying strategies and intervention systems are to:*

- Prevent, de-escalate and stop any continuation of harmful behaviour
- React to bullying incidents in a reasonable, proportionate and consistent way
- Provide procedures to follow to disclose, monitor, react to and record bullying to enable patterns to be identified
- Educate pupils through various methods (e.g. assemblies, projects, drama, stories, PSHE, ICT etc) about the effects of bullying, how to prevent and spot bullying and the importance of respecting others
- Safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil
- Apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through support
- Ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied
- Raise awareness through staff training, in particular annual e-Safety training and three yearly CP training, so that the principles of the school policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems and sources of support are available
- Involve parents in making sure the pupils are clear about the part they can play to prevent bullying including when they find themselves as bystanders. With this in mind, an annual e-Safety training event is held at the school for all parents.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Rushey Green Primary School.

### **Our definition of bullying**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

**The main types of bullying are:**

- Homophobic bullying
- Racist bullying
- Bullying with regard to SEN or disability

**Bullying may take any or all of the following forms:**

- physical (hitting, kicking, theft)
- verbal (name calling, cultural, anti-religious, sexual/sexist or racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- Cyberbullying (in all its forms including social websites, mobile telephones, text messages, photographs and emails)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. The seriousness of bullying is that it may cause psychological damage. Although bullying itself is not a specific criminal offense, there are criminal laws which apply to harassment and threatening behaviour.

The school's teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Pupils are encouraged to report bullying to their teacher or any trusted member of staff. This member of staff should immediately follow the steps outlined below.

**Procedure for dealing with bullying**

- When an incident of bullying is reported the class teacher of the victim must speak to the victim and record what is said. The teacher must then inform the teacher/s of the child or children who have been named as the culprits. The named children will be spoken to by their own teacher who will make a note of what is said. Alternatively the teacher in charge of behaviour can speak to both parties
- The teacher in charge of behaviour and pastoral care must be notified of any incident of bullying and will check to find out if there has been any, previous similar concerns with any of the children both victim and named.
- On the first incident if the named children accept responsibility they must be warned about the seriousness of their behaviour, the consequences of a repeat of this type of behaviour (see 'disciplinary steps' above) and told to apologise. The teacher in charge of behaviour and pastoral care must be informed and given copies of the notes taken including a record of the outcome. Parents of both parties must be informed
- Where named children are known to have engaged in similar behaviour previously parents must be informed, temporary exclusion from class or school and constructive intervention must be considered.
- Technology-specific sanctions for pupils engaged in cyberbullying behaviour could include limiting internet access for a period of time or removing the right to bring a

mobile phone into school (although issues of child safety should be considered in relation to the latter).

- Where named children deny wrong doing further investigation must be carried out e.g. other children who may be witnesses must be spoken to away from the presence of other children and as soon as possible after the incident to reduce the chance of children corroborating their stories.
- If investigations prove inconclusive one or two named members of staff may be allocated for a period of time to keep an eye on the children involved.