

Richard Avenue Primary School

Anti-Bullying Policy

Date policy reviewed: Summer 2021

Date of next review: Summer 2024

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Our school is a place where children have the right to be themselves. Everyone in our school is treated equally and we promote kindness and respect to all.

Aims of the policy

Bullying of any kind is unacceptable at Richard Avenue Primary School (RAPS) and will not be tolerated. At RAPS the safety, welfare and wellbeing of all pupils and staff is a key priority. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

We actively promote values of respect and equality and work to ensure difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and prepare them for life in 21st century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Objectives of the policy

- All governors, teaching and non-teaching staff, pupils and parents to have an understanding of what bullying is.
- All governors and teaching and non-teaching staff to know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents to 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.

Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- **Attacking property** – such as damaging, stealing or hiding someone's possessions.
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone, for example 'that's so gay'.
- **Psychological** – such as deliberately excluding or ignoring people.
- **Online** – such as using text, email or other social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:

- Race (racist bullying)

- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual orientation (homophobic or biphobic bullying)
- Gender identity (transphobic bullying)
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people

No form of bullying will be tolerated and all incidents will be taken seriously.

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 school / public 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 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 bully)
- has unexplained cuts or bruises
- 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.

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.

RAPS acknowledges its responsibility to respond promptly and effectively to issues of bullying.

Ways of reporting bullying

PUPILS WHO ARE BEING BULLIED:

If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher, Anti-bullying leaders in school or any other teacher.
- Tell a member of the playground squad who in turn can help them tell a teacher or staff.
- Tell any other adult staff in school – such as lunchtime supervisors or the school office staff.
- Tell an adult at home
- Call ChildLine to speak with someone in confidence on 0800 1111

Reporting –roles and responsibilities

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher or Anti-bullying leaders.

SENIOR STAFF: The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. In addition to the designated anti-bullying leaders is the Senior Leader responsible for anti-bullying.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning school or through a member of staff.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Procedures

RAPS takes all incidents of Bullying seriously - The Head Teacher/Deputy Head Teacher will ultimately deal with all reported incidents of bullying.

1. Report bullying incidents to staff (class teacher in the first instance or Anti-bullying leaders).
2. **In cases of alleged bullying**, the incidents will be reported to and recorded by Mrs Todd.
3. Parents or carers will be informed where necessary in any plans of action.
4. School will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school.
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour. Mrs Todd will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action.
7. The school will work in active partnership with parents, as bullying strategies must be managed at home by parents as well as school:
 - i) to ensure the child is confident about dealing with the issue and feels supported to come back into school.
 - ii) the perpetrator is fully aware of what behaviour is expected of them.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Recording and Monitoring

All incidents of bullying will be recorded in the schools 'Behaviour Monitoring file', which is held by the Head Teacher and monitored on a regular basis. Class teachers will also have details recorded on the 'Class Social Profile' proforma.

School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Positive school ethos.
- Caring staff and positive pupil behaviour.
- Anti-bullying information given to pupils and parents.
- A child-friendly anti-bullying policy ensures all pupils understand and uphold the anti-bullying policy.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- School assemblies help raise pupils' awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week and Women's History Month.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Playground squad offer support to all pupils, including those who may have been the target of bullying.
- Restorative justice programmes provide support to targets of bullying and those who show bullying behaviour.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups (playground squad and school council) and through school questionnaires.

Training

The head teacher is responsible for ensuring that all school staff, both teaching and nonteaching (including midday supervisors, caretakers) receive regular training on all aspects of the anti-bullying policy.

Monitoring and reviewing

The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. The policy is reviewed every 3 years, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Complaints

If a parent feels that an incident has not been dealt with to their satisfaction, they should in the first instance make an appointment to discuss the matter with the Head Teacher. If they still not happy with the school's response then RAPS 'Complaint Procedure' is available.

REFERENCE: Stonewall Education for All: Getting Started booklet