

Ringway Primary School Anti Bullying Policy

The Future
The Future
starts here

Our aim is to provide the foundations for a positive future for our pupils.

A future where pupils learn to stay safe, to understand the importance of a healthy lifestyle , and to enjoy all they do.

A future where they are money smart & make a positive & respectful contribution to their culturally diverse community - at a local, national & global level.

A future where they aspire to be the best they can be & achieve their full potential.

CreatedNov 16

ReviewNov 19.

Signed C of Gov.....

Headteacher.....

Aims & Definition

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

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

We are a UNICEF Rights respecting school and as such do not tolerate any form of Bullying. All children have a right to feel safe in school.

Bullying can take different forms; the four main types of bullying are:

1. **Verbal bullying** (name-calling, sarcasm, taunting, teasing, spreading rumours, etc.)
2. **Psychological / Emotional bullying** (excluding, tormenting, hiding things, making gestures, etc.)
3. **Physical bullying** (pushing, kicking, hitting, spitting, or any other use of physical violence)
4. **Cyberbullying** (email and internet chat room misuse, mobile threats by text or calls, misuse of associated technology, i.e. camera/video facilities, etc.) (see the E-safety policy)

They would all be '**repeated**' behaviours rather than a flash of temper or instant anger issue. They would often involve more than one perpetrator.

Sometimes bullying happens for no reason at all, but it can often fall into specific 'types' of bullying:

- Bullying on the grounds of body image/size/obesity
- Faith-based bullying
- Racist bullying
- Homophobic & transphobic bullying
- Bullying related to SEN or disability
- Sexist/Gender bullying
- Ageist bullying

In our school, all forms and types of bullying are treated the same. They are unacceptable and will not be tolerated.

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. Pupils must be encouraged to report bullying in schools.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

This policy also includes the bullying of any member of our school community including staff and parents.

Behaviour Lead: David Glynn

Anti-Bullying Lead: David Crone

Child Protection Officer/Safeguarding: Rowena Thomas

Communication System

- A 'Staying Safe in School' wall highlights our feelings to bullying and explains how problems can be solved and how to let us know - who to tell? We make anti bullying high profile in our school.
- We also have a 'Solve it' communication box in a central area.
- The school council were included in the formation of this policy and have decided that they will be available each Friday lunch in an 'Anti -Bullying Surgery' to help peers who do not wish to tell an adult.
- We have regular assemblies on being kind & promoting Ringway values of kindness & respect.
- We always hold an Anti Bullying week with a range of activities & assemblies . As a Rights respecting school we have many opportunities to do preventative work with our children..

Statutory duty of schools

- Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps may be taken when dealing with incidents:

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
2. A clear account of the incident will be relayed or recorded and given to the headteacher. All claims of bullying are taken seriously.

3. The headteacher will interview all concerned and will record the incident (All incidents are logged and kept on file in order to report to the school Governing Body and Local Authority when required.)
4. Class teachers will be kept informed.
5. Regular communication with parents/carers takes place.
6. Punitive measures will be used as appropriate and in consultation will all parties concerned.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence.
- Rights respecting kindness rep can mediate

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detention / loss of play / golden time
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion.

The school will promote positive behaviour to prevent and reduce bullying through:

We have a 'Staying Safe in School' wall with strategies to help all pupils stay safe.

We also have a confidential box where worries can be posted.

We have a good PSHE scheme - Go Givers to build self esteem & communicate our anti bullying message.

A range of activities to encourage play and positive social interaction at play and lunchtime as well as good supervision

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, cooperative group work, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Go Givers materials are used to support this policy with a special focus on Anti-bullying week in autumn term where there is a high focus on Staying Safe.

Pupil Voice

The school council were included in the formation of this policy and have decided that they will be available each Friday lunch in an 'Anti-Bullying Surgery' to help peers who do not wish to tell an adult.

Reporting process for parents / carers

1. Contact Class Teacher or named lead for anti-bullying within the school - David Crone
2. If the problem is not resolved contact member of Senior Leadership team, i.e. David Glynn - Behaviour Lead
3. Outside agency support could be enlisted at this stage if needed:
 - a. Parentline (0808 800 2222)
 - b. Bullying Online - www.bullying.co.uk
 - c. Anti Bullying Policy and Practice Network (0161 8822315)

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Please refer to Safeguarding Policy re. how staff should treat children - no bullying.
Please refer to Staff Code of Conduct re. how staff should treat each other - no bullying.

The governors agreed this policy on

It will be reviewed in partnership with all staff, parents/carers and pupils again in unless there are changes to National or Local Guidance prior to this date.