

# Rakegate Primary School



## Anti-Bullying Policy

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### Introduction

At Rakegate Primary we regard bullying as repeated action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

Bullying can be verbal or physical, or even take the form of excluding another child from friendship circles. We therefore do all we can to prevent it by developing a school ethos in which Bullying is regarded as unacceptable.

This policy reflects section 61 of the Schools Standards Framework Act 1998 and complies with the Human rights Act 1998, the Race Relations Amendment Act 2000, Equality Act 2010 and Disability Discrimination Act 2010. It relates closely to the School Behaviour and Discipline Policy

### Principles

Bullying is wrong and damages individual children. We therefore do all we can to prevent it by developing a school ethos in which Bullying is regarded as unacceptable.

### What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. We recognise that bullying can take many forms:

- **Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- **Physical** - pushing, kicking, hitting, punching or any use of violence;
- **Racist** - racial taunts, graffiti, gestures;
- **Sexual** - unwanted physical contact or sexually abusive comments;
- **Homophobic** - because of, or focusing on the issue of sexuality;
- **Verbal** - name-calling, sarcasm, spreading rumours, teasing;
- **Cyber** - all areas of internet, such as email & social media;
- Mobile threats by text messaging and calls;
- Misuse of associated technology , i.e. cameras and video facilities;
- STOP (several times on purpose).

### Aims and Objectives of Policy

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all pupils can learn without anxiety (please refer to the school's Behaviour Policy for the systems and procedures that show how)

This Policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibility with regard to the prevention and response to, bullying in our school.

### **Links to Other Relevant Policies**

E-Safety, Confidentiality, Behaviour & Discipline, Child Protection and Safeguarding, PSHE

### **The Role of Governors**

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

The Governing Body will respond within ten days to any request from a parent/carer to investigate incidents of bullying. Should such a situation arise, the Governing Body will notify the Headteacher and ask her to conduct an investigation into the case and to present a written report to the Governing Body.

### **The Role of the Headteacher**

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Headteacher will ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher and staff draws the attention of children to this fact at suitable moments through assemblies, PSHE lessons, Anti-Bullying weeks and other appropriate times.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying e.g. Online, Safeguarding, Gang Culture, De-escalation and restraint training.

The Headteacher will set the school climate of mutual support and praise for success, so making bullying less likely. The ethos set will be a friendly, welcoming school as this is seen as being integral to reducing bullying and creating a positive school ethos. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The Role of the Teacher/Support Staff**

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place.

Pupils are made aware that all incidents witnessed or experienced can be discussed with their class teacher as soon as is practicably possible.

Records of all incidents that happen will be recorded on CPOMs.

Children will be supported when any incidents occur, parents/carers will be informed if incidents are judged to be serious or on-going. Teachers will deal with issues immediately. This may include counselling and support for victims and punishments for the bully.

Persistent bullying will be dealt with through the schools Behaviour and Discipline Policy. This may lead to internal exclusions, suspension from school, including at lunchtimes for a limited time or permanently.

Staff routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **Learning Mentors**

The school employs two Learning Mentors to support all children who may be victims of bullying and to support children who may exhibit attitudes that reflect bullying and/or aggressive tendencies. The Learning Mentors are able to provide counselling on a one to one basis or through small group workshops regularly or ad hoc as and when required. Additional support is sought if it is deemed necessary.

### **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
- begs to be driven to school or 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 or begins to feel 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 and 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

### **The Role of Parents/Carers**

Parents/Carers are consulted regularly with regards to the issue of bullying in schools. Consultation is by termly questionnaire, opportunity for discussion at consultation evenings and discussions with the Headteacher/Staff on request.

Parents/Carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, must contact the school immediately.

Parents/Carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school by:

- Signing the "Home School Agreement";
- Encouraging their child to be a positive member of the school community.

### **The Role of the Children**

Children have a right to feel that they are listened to. The children of our school are integral to the formulation of policy and to overseeing the practical aspects of the policy. This is conducted through:

- A termly questionnaire;
- Regular meetings of the School Council;
- Regular discussions through PSHE lessons and Well being
- Participation in the Health Related Behaviour Survey.

All children have a responsibility to report instances of bullying, whether they are an observer, victim or participant. They are continually encouraged to seek support from an appropriate member of staff (someone they feel comfortable with) in the event of witnessing or being the subject of bullying. In order to facilitate this, every class has a worry monster in which children are able to report bullying behaviour to their teaching team, anonymously if they wish.

### **Monitoring and Review**

This policy is monitored on a regular basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.

This policy is the governors' responsibility and they review its effectiveness annually by discussions with the Headteacher and by examining written records. Information will be analysed with regard to gender, age, and ethnic background.

The policy is available to parent/carers from the school office and on the school website.

**Date:** November 2022

**Signature:** .....

(Chair of governors)

**Signature:** .....

(Headteacher)