

RICHARD TAYLOR CHURCH OF ENGLAND AIDED PRIMARY SCHOOL

POLICY FOR ANTI-BULLYING

Rationale

One of the core aims that lies at the heart of our mission statement is:

‘To ensure that all pupils and adults feel valued and supported.’

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. Bullying of any kind is unacceptable at our school. 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 *Christian community where everyone matters*. This means that anyone who knows that bullying is happening is expected to tell the staff. Everybody has the responsibility to work together to stop bullying.

Aims

- To fulfil the values and attitudes expressed in the school Mission Statement, making sure that everyone understands that bullying will neither be condoned or accepted in our community
- To ensure that all pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- To ensure that all Governors and teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- To give children confidence to seek help for themselves and others in dealing with incidents where they feel there is some bullying.
- To support the school’s existing policies for Behaviour Management, Child Protection and Equality

Definition

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional: e.g. unfriendly, excluding, tormenting (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
- Homophobia
- Verbal: name-calling, sarcasm, spreading rumours, teasing
- Cyber: all areas of internet, such as email & internet chat room misuse
Mobile phone threats: by text messaging & calls
misuse of associated technology, i.e. camera & video facilities

(This definition is taken from the Anti Bullying Organisation Kidscape.)

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.

At Richard Taylor we all have a responsibility to respond promptly and effectively to issues of bullying. Everyone needs to recognise the following signs and symptoms of bullying and be ready to take positive action.

Signs and Symptoms

A child may exhibit 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 to run 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 dinner or other monies continually "lost"
- 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

Strategies

To be pro-active: to try to prevent and discourage incidents of bullying from taking place through work done in areas of the curriculum, e.g. P.S.H.C.E., Circle Time, R.E. drama and collective worship.

To raise awareness and understanding about bullying among all staff, parents, Governors and children.

To ensure effective supervision of the children especially in the cloakrooms and playground.

To improve the quality of playground provision.

To make children aware that bullying is not acceptable.

To encourage children to speak out and to know that when incidents are reported they will be dealt with positively and effectively.

To be aware of children who may be possible victims, i.e. those who are: -

- new to the class or school
- different from others in appearance, speech or background, interests
- low self esteem
- nervous or anxious
- special educational needs

Dealing with Incidents

Incidents may be dealt with in different ways according to the age of the children involved and the form of bullying, which has taken place. However in all situations it is necessary to: -

- Remain calm; reacting emotionally may give the bully control of the situation.
- Take the incident or report seriously and take action as quickly as possible.
- Always reassure the victim and offer help, advice and support. The victim must not be made to feel guilty but may be made aware that some behaviour can be made an excuse for bullying.
- Make it plain to the bully that you disapprove of the behaviour.
- Explain any punishment given to the bully. Reacting aggressively may give the message that it is all right for those in authority to bully.

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. These strategies will be incorporated into class activities and may be targeted to address specific problems. Activities may include:

- Writing a set of class rules (described as the class charter)
- All classes will display agreed behaviour steps which outline the withdrawal of privilege as a result of negative behaviour
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays (or using KIDSCAPE role-plays)
- Having discussions about bullying and why it matters
- Creating a behaviour plan for individual pupils who display a negative pattern of behaviour.

Procedures

- Report bullying incidents to staff
- In cases of serious bullying, the incidents will be recorded by staff
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police may be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In the most 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.
- 5) Individuals will lose privileges in a consistently applied manner if negative behaviour is identified.

This policy is available to all parents and can be found on the school's website.

Reviewed 15/16
Review 18/19

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222

Youth Access
Bullying Online

020 8772 9900
www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.