

Roskear Primary and Nursery School

Anti- Bullying Policy

Accepted by Governing Body	May 2016
Reviewed Date	November 2021

This policy should be read in conjunction with the following policies and procedures:

Child Protection Policy
Online Policy
Keeping Children Safe in Education 2021
Working Together to Safeguard Children
Peer on Peer Abuse Policy
Behaviour Policy

Rationale

1. Every child has the right to learn in a safe, secure and happy environment. Education is compulsory in our society and therefore it is the responsibility of **everyone** at Roskear Primary and Nursery School to ensure that it takes place in an atmosphere that is both caring and protective.
2. It is the responsibility of all school staff to take the matter of bullying seriously and to play their part in identifying, preventing and dealing with incidents.
3. The anti- bullying policy take sit place within the general aims of Roskear Primary and Nursery School. It has close links to the Child Protection, Behaviour and PHSE policies.

Roskear Primary and Nursery School's definition of bullying is:

Bullying is ongoing, deliberate behaviour that upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (e.g. being ignored or cyber bullying). It may be one person or a group.

Objectives of this Policy

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

What is Bullying?

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Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In other words '**lots of times, on purpose**'

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional: being unfriendly, excluding, tormenting

Physical: pushing, kicking, hitting, punching or any use of violence.

Racial: racial taunts, graffiti, gestures.

Sexual: unwanted physical contact or sexually abusive comments.

Homophobic: because of, or focussing on the issue of sexuality.

Direct or indirect verbal abuse: name calling, sarcasm, spreading rumours, teasing.

Cyber bullying: all areas of the internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

Bullying may be related to:

- *Race*
- *Religion*
- *Culture*
- *SEN or disability*
- *Appearance or health condition*
- *Home circumstances*
- *Sexual orientation, sexism or sexual bullying.*

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips, between families in the local community and cyberspace.

Roskear Primary and Nursery School's Procedure:

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too- that is why they bully.

If bullying is suspected we will:

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- Incidents of bullying are recorded on the '**Bullying record form**' and kept in the Head Teachers office. These will be **monitored every half term** to see the wider picture.
- Talk to the suspected victim and any witnesses individually.
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- If the bully owns up then sanction procedures outlined in the Behaviour Policy will be followed and refer them to the learning mentor team where they can create a plan to support the bully.
- The learning mentor team to work with the victim to support them in school and to provide strategies to move forward.
- Involve all parties together to discuss the issues.
- Allow children time to sort things out.
- Support and empower children to resolve the conflict and understand their role in the issues.
- Follow up with further discussions with individuals as and when appropriate.
- Meeting to be arranged with the parents of the bully and the victim to discuss the situation.

Prevention and strategies to reinforce Roskear Primary and Nursery School's policy on Anti- bullying:

- Anti- Bullying week.
- Children are made aware of the strategies to deal with low level issues and what to do in different situation including situation of cyber bullying.
- Children to go to our Learning Mentors; Mrs Eva and Mrs Squire, to work through any problems that might have arisen.
- Children participate in role play work in class as part of PShE.
- A whole school reward and sanction system [See behaviour policy]
- Children and parents have a good knowledge of the procedure/ policy
- Children have a clear understanding of their rights and responsibilities.
- Online Safety frequently discussed and taught.
- Adults to deal with a situation even if minor. Talking to the children may prevent the situation escalating.

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs and Symptoms

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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.
- Changes their usual routine.
- Begins to truant.
- Becomes withdrawn anxious or lacking in confidence.
- Starts stammering.
- 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”
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say’s what’s wrong. Gives impossible excuses for any of the above.
- Lack of eye contact.
- Becoming short tempered.
- Change to attitude to people at home.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

The role of the governors

- The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the governors about the effectiveness of the school’s anti-bullying policy.

The role of the Head Teacher

- It is the responsibility of the Head Teacher to ensure the implementation of the school’s Anti- Bullying policy, and to ensure that all staff are aware of

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the school policy and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti- bullying policy on request.

- The Head Teacher ensures that all staff, including midday supervisors receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

The role of all staff

- Ensure the child reporting being bullied is listened to, believed and reassured.
- Ensure that all children know that bullying is unacceptable behaviour.
- All forms of bullying are taken seriously and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly.
- All adults to follow up what they have said e.g. keeping an eye, follow up discussion e.t.c.
- Teachers are responsible for recording of all incidents of bullying that happen in class, and that they are aware of in school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head Teacher.
- There is an anti- bullying proforma in which staff record all incidents of bullying that occur both in and out of class. The school also record incidents that occur near the school, or on the children's way between school and home, that we are aware of. All adults who witness an act of bullying should record it on the 'bullying record' proforma. This will be kept in the Head Teacher's office.
- All members of staff attending training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

The role of the parents

Parents have an important part to play in our anti- bullying policy. We ask parents to:

- Look out for unusual behaviour in their children.
- Always take an active role in their child's education.
- If they feel their child may be a victim of bullying behaviour, inform the school immediately.
- Not approach a child who has been accused of bullying their child or their parents or involve an older child to deal with the bully.
- Not advise their child not to fight back. It can make matters worse.

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- Tell their child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure their child is not afraid to ask for help.
- Parents have a responsibility to support the school's anti- bullying policy, actively encouraging their child to be a positive member of the school.

The role of the children

What can children do if they are being bullied?

- **Tell** an adult
- Remember it's not their fault and that it is wrong.
- Be proud of who they are. It is good to be individual.
- Stay with a group of friends/ people. There is safety in numbers.
- Be strong inside- say 'NO'. Walk confidently away. Go straight to a teacher or member of staff.
- If they are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them.
- Fighting back may make things worse- don't do it.

What to do if you know someone is being bullied?

- Take action!! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- Tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not direct action yourself.