

# Ratby Primary School



## Anti-Bullying Policy 2020-2021

Reviewed	September 2021
Frequency of Review	Annually
Adopted by LGB	1 <sup>st</sup> November 2021
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Approved by:	Local Advisory Board



"Inspiring a love of learning"

## 1. Aims and Objectives

Pupils at Ratby Primary School will be educated in an environment, which promotes high standards of teaching and learning. In order to achieve a good working environment, our school expects high standards of behaviour throughout the school day. When pupils have problems they must feel confident to tell an adult and know what action will be taken.

Bullying is the planned desire to hurt, upset, threaten or frighten someone else repeatedly. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated. Only when issues of bullying are addressed will all pupils be able to fully benefit from the opportunities available at school.

Doing nothing is the worst reaction to being told about bullying. It causes the victims more pain, without resolving their problems and may suggest tacit approval to the bully. Everyone at Ratby Primary School is committed to ensuring that all who meet and work on our school premises will feel safe and secure.

All staff within school regardless of their role will be issued with a guidance handout and training relating to bullying, recognising a cry for help and dealing effectively with any child who has reported an incident. All staff are committed to ensuring that all pupils feel safe at school and that their concerns are being addressed and validated.

It is recognised that the Head Teacher and Local Advisory Board have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy, including the pupils themselves.

## 2. Definition of Bullying

Bullying is present to a greater or lesser extent in all institutions. All members of the school community deserve the right to feel valued, equal and respected and be able to come to school or work without fear. Therefore, this policy applies to school children and staff.

Bullying is different from other kinds of unacceptable behaviour because it has a serious effect on a person's self-esteem, emotional and mental health, which in turn prevents them from developing their full potential and can seriously affect their life chances. Equally the whole school community and bystanders have a duty to be mindful of situations and to act in line with this policy.

Our school's definition of bullying is:

***The repeated or long-term exposure of the victim to verbal or physical attack or social ostracism perpetrated by an individual or group towards a pupil or member of staff.***

***We explain this to the children as 'STOP' (Several Times On Purpose)***

### 3. Different Types of Bullying

There are a number of different kinds of bullying but is it not limited to:

**Physical:** Hitting, kicking, stealing, hiding belongings, anything physically unpleasant.

**Verbal:** Name-calling, insults, religious taunting, offensive remarks, teasing, using language, which is threatening, coercive, racist, sexist, homophobic. This includes attacks on non-English speakers, SEN pupils and those with a disability.

**Emotional bullying:** rumour spreading, malicious gossip, extortion, coercion of the harmed into acts he/she does not wish to do, intimidation, initiation or hazing violence, ostracising.

**Indirect:** Spreading rumours or stories, graffiti, threatening or obscene gestures, inciting others to be unkind, excluding, isolating or ignoring another pupil.

**Cyber:** All areas of the internet such as email and internet chat room misuse, mobile phone threats by text messages or calls, misuse of associated technology i.e. camera and video facilities.

Forms of bullying (as referred to in our Equality policy) could be considered as:

**Racial, religious, cultural bullying** - is where the motivation for bullying is based on the targets skin colour, culture, nationality or faith.

**SEN and disability bullying** - where an individual or group are targeted because of a special educational need or disability which includes learning difficulties, sensory impairments and mental health conditions.

**Appearance or health conditions** – where an individual or group are targeted because of their physical appearance or a health condition for example a disfigurement, a traumatic injury, severe skin condition.

**Home circumstance** – where the motivation for bullying is based on the persons living arrangements for example: young carers, children in care or geographic locality i.e. where they live.

**Homophobic and Biphobic bullying** – relates to a person's sexual orientation. It is based on prejudice or negative attitudes, beliefs or views about lesbian, gay or bi people. Individuals or groups can be targeted because of their actual or perceived sexuality. People who have lesbian, gay or bi family members can also be targeted as can students who do not conform to gender stereotypes.

**Transphobic bullying** – relates to gender identity. It is based on prejudice or negative attitudes, views or beliefs about trans people. Transphobic bullying affects people who are trans but can also affect those questioning their gender identity as well as people who are not trans but do not conform to gender stereotypes.

**Sexual bullying** – can relate to the target's gender or body, this can have a sexual and/or sexist element.

#### 4. How we deal with Bullying.

As a school, we are determined to eradicate bullying of any kind. Bullying can sometimes be misunderstood as ‘falling out’ with other pupils, or a one-off disagreement so it is the job of the whole school to ensure that children understand what bullying is. We are a listening and telling school. This is the message that will be promoted at all times and with all audiences. There is an agreed collective responsibility to address any incidents of bullying observed. Throughout the year as a minimum, we invest time in the list below to achieve this.

- Weekly PSHE lessons and more specifically taught units to support children in their understanding of bullying
- Schools Assemblies that share with the whole school the Anti Bullying message.
- Participate in the National Anti-Bullying Week and The “Beyond Bullying” Award Scheme (last awarded in 2017).
- Internet Safety Week to make children aware of the dangers of cyber bullying.
- Train Peer Star counsellors to support our children in the event of bullying.
- Anti-bullying training for Governors and relevant staff plus in house staff training to ensure school adults are aware and kept up to date with the guidance on bullying.
- Within school, we actively promote a culture where children can ‘tell’ in a supportive environment, without fear of reprisals. We use PSHE, mindfulness and resilience techniques to help promote this philosophy.
- This policy will be discussed with all pupils and be made available to parents on request. This is to ensure that all pupils understand the school’s policy of zero tolerance of bullying and their role in making it a success.
- The School Council will include bullying as an agenda item regularly.
- On a daily basis numerous, structured, lunchtime activities for all pupils to participate in will be provided.
- Incidents will be logged and monitored on a termly basis by the Head Teacher. The information will be given to the Governing body each term as part of the Head Teachers Report and shared with members of the teaching staff as and when deemed appropriate

## 5. Anti-Bullying Ambassadors



We have 12 Anti-Bullying Ambassadors in school (1 representative per class in Year 1-6). Pupils completed application forms to apply for these roles and were selected by Mrs Oliver. An Anti-Bullying Ambassador is someone who has been trained by The Diana Award Anti-Bullying Campaign. Their role is **to help educate their peers on bullying**, lead on anti-bullying campaigns, promote a culture which celebrates and tolerates difference and help keep their peers safe both online and offline. (We are currently awaiting our training).

## 6. Reporting and Dealing with an Incident

If any child feels concerned about any issue of bullying, they can approach any adult or trusted friend in our school to report the incident either verbally or in writing if this is preferred.

If you any child or adult sees an incident that they feel constitute bullying, then there is an expectation that this will be reported.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incidents will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incidents will be recorded using Abor and notification sent to the Head Teacher and PSHE Lead (Mrs Oliver).
- The first time a pupil is caught they will be issued with a verbal warning.
- The second time, a further warning will be issued. A suitable punishment will be implemented in line with our behaviour policy.
- If there are further incidents, a telephone call will be made to the parents of the bully and the victim again in line with our behaviour policy.
- This will be followed up if any subsequent incidents occur by the parents being asked to come into school to meet with the Head Teacher or Deputy Head Teacher with the pupil present. Ground rules will be laid down (a behaviour 'contract') and this will be explained to the parent and pupil. A further punishment will be issued, for instance exclusion from non-curricular activities or being kept away from pupils at lunchtime and playtimes for a longer period.
- Both parties will be offered help and support through pastoral care.

### During this process

- Class Teachers will be kept informed.
- Parents will be kept informed.
- Consequences and sanctions will be used as appropriate and in consultation with all parties and policies concerned
- Proven bullying incidents will be logged and monitored to identify trends or issues that are arising where help and support is needed in school to prevent these from reoccurring.

## 7. Lunchtime Supervision

All supervisory assistants will monitor children's behaviour. They will have clear instructions to report all incidents of bullying to the Midday Supervisor, who will either:

- Deal with the incident personally
- Report the incident to the Class Teacher, who will take action to deal with the situation and note on the incident record
- Report the incident to the Head Teacher, who will take all appropriate action

If the situation is very serious the Head Teacher will be informed immediately. An incident sheet will be completed with copies to the Head Teacher, Class Teacher and pupil's file.

## 8. Dealing with Extreme Cases

Extreme cases, for instance if a serious act of violence is committed against a pupil, may result in exclusion from school. In these cases, the school will follow the LA's Exclusion Policy and the police may be contacted if a criminal offence has been committed.

In all cases both the bully and the victim will have the opportunity to explain what happened and will be offered future support as necessary. Witnesses will be interviewed separately. The member of staff dealing with the incident will make notes of what was said and by whom. These will be passed on to the Head Teacher or Deputy Head Teacher as appropriate. A phone call may be made to explain how the school has dealt with the issue, or a parent may be told at the end of the school day when they come to collect their child. Full records of all conversations, comments and actions taken will be recorded on CPOMS

## 9. Bullying Outside School:

Head Teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives Head Teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The Head Teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

## 10. What to do if you think your child is being bullied?

This policy is for anyone with an interest in the welfare of the children attending Ratby Primary School either in a teaching, pastoral, parental, guardian, caring or governor role. Parents who believe their child has been harmed as a result of bullying, or believes their child is harming others, should share their concerns with the school at the earliest opportunity and be prepared to work with the school to keep the children safe. The first port of call should be to contact the class teacher. All expressions of concern will be taken seriously and investigated thoroughly and, if there is a concern regarding

incidents of bullying, this will be shared with the Headteacher or Deputy Headteacher. Should parents still be concerned, contact should be made with the Headteacher or the Deputy Headteacher.

### **Parental Involvement**

Parents should, first and foremost, be familiar with the definition of what bullying is and the different types of bullying that can occur. Communication between home and school is key for the school to the identification and prevention of bullying. By supporting the school and their policies, and by informing school if there are any concerns, it means that situations and incidents can be dealt with swiftly and appropriately. Encouraging their child to speak to staff at school if they are worried about bullying will develop positive relationships and ensure that children feel safe and secure.

## **11. Statutory Duty of Schools**

Head Teachers 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.

**Note:** The School currently holds the Leicestershire Anti-Bullying Award for the 3<sup>rd</sup> time. The award last for 3 years.