

Rushwick C of E Primary School

Ask, Seek, Knock

Ask and it will be given to you; seek and you will find; knock and the door will be opened to you. Matthew 7:7.

Anti-Bullying Policy

Last reviewed on: October 2023

Next review due by: October 2024

Rushwick CE Primary School

Anti-Bullying Policy

At Rushwick we promote enjoyment, high academic and personal achievement. We aim to provide children with a love for learning so that they can 'Ask, Seek and Knock' with everything they do in life. Through this we offer the pupils the opportunity to:

- live life through our Christian Values
- be happy, independent and self-confident
- be adaptable, determined, resilient and show perseverance when meeting new challenges
- be respectful, polite, tolerant and show empathy to pupils, staff and the wider community
- value others, be sociable, open minded and a great communicator
- be curious, enthusiastic, aspirational and ambitious
- be creative, questioning and have a sense of adventure
- understand and aspire to living a healthy lifestyle

Anti-Bullying Policy

At Rushwick CE Primary we accept the responsibility for maintaining an agreed, acceptable standard of discipline and for regulating the conduct of our children.

We would like all children not to become victims of bullying. We, therefore, endeavour to help all children to develop good self-esteem, the confidence to be assertive and to form good relationships with others. Our Behaviour Policy is based on the use of Christian values and positive reinforcement strategies.

What is bullying?

Bullying involves dominance of one person by another, or a group of others. It is pre-meditated and usually forms a pattern of behaviour. Bullying is therefore deliberately hurtful and repeated (often over a period of time). It can involve:

Physical: pushing, kicking, hitting, pinching, and other forms of violence, verbal threats

Verbal: name-calling, sarcasm, spreading rumours, teasing

Emotional: excluding, tormenting (i.e. hiding books, threatening gestures), ridicule, humiliation.

Racist: racial taunts, graffiti, gestures

Sexual: unwanted physical contact or abusive comments

Cyber bullying: (refer to E- Safety Policy)

Some forms of bullying are attacks not only to the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to racial harassment/bullying, the use of homophobic language or bullying of pupils who have special educational needs.

Creating an anti-bullying climate in school

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We also draw on daily Thrive sessions to promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy.
- Increase understanding for victims and help build an anti-bullying ethos.

- Teach pupils how constructively to manage their relationships with others.

Circle Time, assemblies, role- plays, national anti-bullying week and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents:

- Posters around school will tell pupils what to do if they are being bullied, or see others being bullied, and information about Childline and other sources of confidential help will be displayed.
- Our Play Leaders system promotes an opportunity for older children to support others, and to support friendships on the playground.
- We will regularly ask pupils whether they feel safe in school and we will supervise, and try to eliminate any unsafe areas they report to us.
- We will provide regular training/reminders for teachers and non-teaching staff on spotting the signs of bullying and how to respond to it.

Procedures for reporting and responding to bullying incidents

All incidents will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. All cases of bullying will be recorded by staff on the school form.
3. Staff will make sure the victim(s) is and feels safe.
4. Appropriate advice will be given to help the victim(s).
5. Staff will listen and speak to all children involved about the incident separately.
6. The problem will be identified and possible solutions suggested.
7. Staff will attempt to adopt a problem solving approach to best support the child/children.
8. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
9. Staff will reinforce to the bully that their behaviour is unacceptable.
10. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.
11. If possible, the pupils will be reconciled.
12. An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
13. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
14. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
15. Bullying incidents will be discussed regularly at staff meetings.
16. Bullying incidents will be discussed with the Safeguarding Governor and will also be discussed at the Full Governing Body Meeting where the number of incidents, action and impact will be spoken about.
17. All records of incidents will be logged and kept by the school. These may be passed on to a child's next school.

When tougher measures are needed

If necessary, we will invoke the following range of sanctions. These include:

- Removal from the group (within the class).
- Withdrawal of break and lunchtime privileges.
- Withholding participation in school events that are not an essential part of the curriculum.
- In extreme cases we will also consider fixed term and/or permanent exclusion from the school.

Strategies for dealing with bullying

In dealing with incidents of bullying we will use a range of strategies, selecting those appropriate to the circumstances from the following list:

- Cooperative group work throughout the school – to encourage children to work together, be understanding of others' ideas and be more willing to listen.
- Circle Time – To set aside time for pupils to take part in enjoyable games, activities and discussion in a safe environment where opinions are valued.
- Befriending – Appoint a specific pupil (s) to support another (appointed by a member of staff).

- Support Group – To involve the bullied pupil, those involved in the bullying and others (if appropriate) to form a group to support the bullied pupil. Responsibility for change lies with those who were involved in the bullying.
- Mediation by adults – To establish ground rules that will enable the bully and the person being bullied to co-exist in school.

Further guidance can also be sought from **Kidscape** and appropriate action taken. (www.kidscape.org.uk)

