



## Rectory Farm Primary School

### Anti-Bullying Policy

(Version 2.1)

|                            |                                 |
|----------------------------|---------------------------------|
| <b>Name of School:</b>     | Rectory Farm Primary School     |
| <b>Person Responsible:</b> | Head teacher and senior leaders |
| <b>Distribution:</b>       | Governors/staff                 |
| <b>Review Date:</b>        | January 2019<br>January 2021    |

#### Document Reviews

| Version | Adopted Full Gobs | Comments       | Initial |
|---------|-------------------|----------------|---------|
| 1.0     | 20/4/17           | New policy     | SH      |
| 1.1     | 21/1/19           | Amended policy | SH      |

#### **Introduction**

It is a Government requirement that all schools have an anti-bullying policy. This policy reflects DfE guidance which defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

## Statement of Intent

We at Rectory Farm Primary School are committed to providing a caring, friendly and safe environment for all 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. Anyone who knows that bullying is happening is expected to tell the staff.

## What Is Bullying?

Bullying is hurting someone (physically or emotionally) several times on purpose.

### Bullying can be:

- 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 focussing on, the issue of sexuality
- Verbal -name calling, sarcasm, spreading rumours, teasing
- Cyber-all areas of internet, such as email & internet chat room misuse
- Mobile threats from text messaging & calls
- Misuse of associated technology, i.e. camera & video facilities

All pupils, parents and adults in the school should know that bullying uses verbal or physical behaviour with the intention to cause emotional or physical harm to another person.

Any member of the school community can be a victim of bullying. Bullying can be direct – physical or verbal. It can be relational e.g. leaving a child out, ostracising from friendship groups, using others as a means of attack or intimidation. Bullying can occur through the use of technologies such as by phone, verbally, email, texting or by posting hurtful comments or pictures on websites. Bullying can happen on the basis of a perceived difference relating to race, religion and culture, SEN or disabilities, appearance or health conditions, home circumstances, gender or sexual orientation. Bullying can sometimes be unwitting, but the effect on the victim is still the same. When pupils with the same power, numbers and strength fight or argue, this is not bullying.

At Rectory Farm, children are taught to remember about how to respond to bullying using:

|                 |                 |
|-----------------|-----------------|
| <b>S</b> everal | <b>S</b> tart   |
| <b>T</b> imes   | <b>T</b> elling |
| <b>O</b> n      | <b>O</b> ther   |
| <b>P</b> urpose | <b>P</b> eople  |

Children are taught to understand the difference between bullying and poor behaviour: The key difference as mentioned above is the regularity and pattern. It is important that parents, staff and pupils understand the differences so that incidents can be dealt with appropriately.

## Why is it important to respond to bullying?

Bullying hurts. No one deserves to be a victim of bullying and all members of the school community have the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

## 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 should investigate changes in a child's behaviour. These signs and behaviours could indicate other difficulties, but bullying should be considered a possibility and should be investigated.

## Procedures

1. Report bullying incidents to staff and record on MyConcern.
3. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
3. Parents are informed.
6. Support systems are put in place for both the victim and the bully e.g. Protective Behaviours, Drawing and Talking
9. The governing body monitors incidents of bullying and regularly reviews the effectiveness of this policy.
10. Parents can make a request to the CoG for a bullying incident to be investigated. The governing body must respond to parents within ten days.

## Outcomes

- The bully (bullies) may be asked to genuinely apologise.
- If possible, the pupils will be reconciled.
- In serious cases, exclusion will be considered.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## Prevention

- Weekly PSHE lessons
- Circle times
- Anti-Bullying displays around the school
- Home/School Agreement shared with children, parents and staff
- Annual Anti-Bullying Week
- Weekly award of values certificates
- Worry boxes and feeling charts utilised around the school
- All children aware of STOP ( start telling other people/ Several times on purpose)
- Lunchtime 'Sunshine Club' to support more vulnerable children.
- Regular e-safety lessons
- Peer support –'Young Leaders' on both playgrounds at lunch times

## The role of the Headteacher

It is the responsibility of the head teacher to implement the school anti-bullying strategy, and to ensure that all staff are aware of the school policy, and know how to identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher ensures that all staff, including lunchtime staff, receives sufficient training to be equipped to identify and deal with all incidents of bullying.

Through our caterpillar values, the head teacher sets the school climate of compassion and inclusion, so making bullying less likely.

## **The role of the teacher and support staff**

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers and support staff record all bullying incidents on MyConcern and do all they can to support the both the victim and the bully. If a child is being bullied over a period of time, then, after consultation with the head teacher, the teacher informs the child's parents.

Time is spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If a child is repeatedly involved in bullying other children, we inform the head teacher and the appropriate senior team members. We may then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies, such as Children's services.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

## **The role of parents**

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the head teacher. If they remain dissatisfied, they should follow the procedures detailed in the school's grievance policy.

## **The role of pupils**

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

## **Monitoring and review**

This policy is monitored on a day-to-day basis by the head teacher, who reports to governors on request about the effectiveness of the policy. Records of bullying and trends will be closely monitored by the SLT and shared with the safeguarding governor.

This anti-bullying policy is the governors' responsibility who review its effectiveness bi-annually. They do this by examining the school's behaviour records on MyConcern. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs.

Staff will be directed to read through and remind themselves of the policy content at the beginning of each academic year. New staff will be directed to it once in post.