



'Together with God we love, learn and grow.'

Anti-Bullying Policy

Date Policy Formally Agreed By Governors: February 2018

Next Review Date: September 2019

Person Responsible for Implementation and Monitoring: Headteacher

Introduction

It is a government requirement that all schools have an anti-bullying policy. In 2003, Ofsted published *Bullying: Effective Action in Secondary Schools*. This was followed by DfES guidance for schools under two headings: *Don't Suffer in Silence* and *Bullying - A Charter for Action*. This policy reflects this guidance.

The governing body supports the headteacher 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 very seriously, and dealt with appropriately.

It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) 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.

We are committed to providing a compassionate, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind, including cyber-bullying, goes against our Christian values and 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 *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

We believe firmly in 'prevention rather than cure' so have active pupil leaders in school called anti-bullying ambassadors who work hand in hand with adults in school to support and promote our core values of love, trust and friendship at all times with all pupils. Our pupil leaders deliver termly worship reminders for all pupils and organise an annual anti-bullying week. In addition our ambassadors attend a parent drop in event to introduce themselves and send out updates via letters and tweets for parents.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying is:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical - hitting, kicking, taking another's belongings
- Verbal - name calling, insulting, making offensive remarks
- Indirect - spreading nasty rumours about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious emails or text messages on mobile phones/social networking sites etc. Some forms of bullying are attacks not only on the individual but also on the group to which he or she may belong. Within school, we will pay particular attention to:
 - Racial harassment and racist bullying
 - Sexual bullying
 - The use of homophobic language
 - Bullying of pupils who have special educational needs or disabilities

Our Aims

At Riston Primary staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated.

It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated. Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Strategy for dealing with bullying

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.

1. Discussions at length with the victim. This will require patience and understanding. Remember - Listen, believe, act
2. Identify the bully/bullies. Obtain witnesses if possible. Advise the Deputy/Headteacher
3. Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Riston.
4. If they own up then follow the procedure outlined below and in the Behaviour Policy
5. If they do not own up, pupils will be reminded of the school's Christian values and further investigation will continue.. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts
6. Separate discussions with parents of bully and victim
7. Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s)

8. Continued monitoring of the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition

9. As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying

10. All incidents of proven bullying and allegations of bullying will be logged on the bullying reporting and incident form and kept in the Class Teacher behaviour log book. A copy will be made for the Headteacher's file.

In order to identify incidents of bullying and the identities of bullies, at Riston Primary we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils
- All staff listen, believe, act
- Posters in school advertising these measures and dissuading children from bullying
- The Childline telephone number to be displayed clearly in school

This policy has been impact assessed in order to ensure that it doesn't have an adverse effect on race, gender or disability equality.