Riccall Community Primary School

Anti-bullying policy

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Statement of Intent

At Riccall Community Primary School, we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Riccall Community Primary School, we acknowledge that bullying does happen from time to time – indeed, it would unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Aims and Objectives of this Policy

The aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004.
- All governors, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying and will consistently and swiftly follow it when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents/guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc) and proactive teaching strategies (PHSE [Personal, Health & Social Education] lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What Is Bullying?

The school has adopted the following collaborative definition of bullying, which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times on Purpose). Bullying is mean and results in worry, fear, pain and distress to the victims.

Bullying can be:

- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Indirect – spreading nasty stories about somebody, social exclusion, sending unkind e-mails or text messages or mobile phones including photographs and images to others
- Cyber – sending unkind e-mails or text messages on mobile phones, inappropriate and persistent messaging and images through social networking sites (Anti Bullying Alliance/Stonewall 2013)

Bullying can also be:

- A form of child-on-child abuse including cyberbullying, prejudice-based and discriminatory bullying
- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments
- Homophobic because of/or focussing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:
It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP). Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Headteacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

At Riccall Community Primary School, we are concerned with our children's conduct and welfare outside, as well as inside, school and we will do what we can to address any bullying issues that occur off the school premises.

The following steps may be taken:

- Talk to the local Community Police Officer about problems on the streets
- Talk to the transport companies about bullying on school buses and in school taxis
- Talk to the Headteachers of other schools whose children may be involved in bullying off the premises
- Discuss coping strategies with parents
- Talk to the children about how to handle or avoid bullying outside the school premises

Signs and Symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go on the school bus/in the taxi
- insists on being driven to school
- changes their usual routine/route to school
- wants to stay at home for no apparent reason
- is reticent to speak to other peers or teachers
- becomes withdrawn, anxious or lacking in confidence
- is upset at night and has displayed a disruptive sleep pattern, which may include crying themselves to sleep at night or having nightmares
- continuously complaining of feeling ill in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions and clothes torn or go missing
- asks for money or starts stealing money (to pay the bully)
- has a sudden increase in unexplained cuts or bruises which the chold finds difficult or is unwilling to explain
- comes home hungry (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- starts bullying other children or siblings
- shows a sudden drop off in their socialising (in-person or online) with peers
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

Responsibilities

The Headteacher

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among students.

The Headteacher will:

- be responsible for the day-to-day management of the policy and systems;
- ensure that there are positive strategies and procedures in place to help both those being bullied and the bullies;
- determine how best to involve parents/carers in the solution of individual problems; and make a regular report through CPOMS. know the school's procedure and deal with any incidents that are reported if appropriate ensure that all staff have an opportunity of discussing strategies and reviewing them;
- determine the strategies and procedures;
- discuss development of the strategies with the Leadership Team;
- ensure appropriate training is available for staff;
- ensure that the procedures are brought to the attention of all staff, parents/carers and students.

Anti-Bullying Procedures: Parents and Carers

If parents/carers suspect their child is being bullied they should contact the Class Teacher or Headteacher. Parents/carers should be prepared to talk about the signs and symptoms and any suspicions they have regarding those carrying out the bullying.

Parents/carers must leave the initial investigation to the school. Any attempt to resolve the issue themselves will inevitably make the matter worse.

Parents/carer should encourage their child to talk to their classroom teacher or another member of staff in the first instance.

Anti-Bullying Procedures: Children

Children who are targeted by a bully often face significant personal challenges, and many victims of bullying don't tell anyone about the problem. The reasons for remaining silent are many and vary from person to person, but bullying is often scary and confusing.
This underlines the importance for all adults to be vigilant and ready to ready offer support whenever there may be a disclouse of bullying.

If a child thinks they are being bullied, they must tell an adult, parent/carer, teacher or another member of staff and be prepared to explain what form the bullying is taking and how it affects them.

Although it is not easy, children can also try and use some of these strategies if they feel they are being bullied. However, the most important thing is to TELL!

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive – stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Get away as quickly as you can.
- If you are scared, ask a friend to go with you when you tell someone.
- When you tell an adult about the bullying, give them as many facts as you can (What? Who? Where? When? Why? How?).

- Keep a diary of what's been happening and refer to it when you tell someone (
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline.

Children who witness bullying or strongly suspect bullying must tell an adult, parent/carer, or any member staff. At Riccall Community Primary School, we are UPSTANDERS not bystanders.

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways children can help without putting yourself in danger.:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- Take the child who is being bullied away to play a different game
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- Call a helpline for some advice.

Anti – Bullying Procedures: Staff

All staff will respond calmly and consistently to all allegations and incidents of bullying at Riccall Community Primary School. They 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.

In cases of reported or suspected bullying, staff will:

- Ensure that the victim(s) feel safe and supported.
- Make it clear that bullying is unacceptable
- Respond immediately if a child reports an incident of bullying by either dealing with it or referring it to a member of the Senior Leadership team
- Talk to the victim(s) and friends to get a written account
- Talk to the bully(ies) and friends to get a written account
- Record any detail on CPOMS and tag as a bullying incident and if prejudice-based, ensure that this is tagged too.
- If appropriate, move to step 5 of the stepped approach shown in the behviour policy (Resotrative conversation & Repair) and follow the procedure to ensure that the bully understand their behaviour is not acceptable and are supported to make the correct choices in future.
- Inform parents/carers of the victim and bully of the incident and the actions taken

- Meet with parents/carers of the victim and the bully of the incident if necessary
- Try and make sure that the bullying is prevented by being vigilant before, during and after school.

Children who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff.
- Reassuring the child.
- Offering continuous support with a designated member of staff.
- Restoring self-esteem and self-confidence.
- Referral to a Pastoral Support if available and appropriate.
- Offering continuous support and advice to parents/carers
- Being informed about the outcome of the investigation in to their concerns.

Children who have bullied will be supported by:

- Discussing what happened.
- Discovering why the child became involved.
- Establishing the wrong-doing and the need for change.
- Informing parents/carers to help change the attitude of the child.
- Referral to a counsellor if appropriate.

Changing the attitude and behaviour of bullies will be part of the responsibility of the positive procedures used by the school. However, the school recognises that sanctions, in accordance with the school's Behaviour Poliicy, will also have to be used against bullies.

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Ensuring that anti bullying is fully embedded within the curriculum, including PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 used to support this policy
- Involving the whole school community in reviewing the policy
- Each class agreeing on their own set of class rules
- Making national anti-bullying week a high profile event each year
- Awareness raising through regular anti-bullying assemblies
- Circle time on bullying issues
- Children being read stories about bullying
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations
- Encouraging the whole school community to model appropriate behaviour towards one another
- Organising regular anti-bullying training for all staff

Bullying of children with Special Educational Needs

Riccall Community Primary School is an inclusive school. We provide a secure, accepting, safe and stimulating environment where everyone is valued for who they are. We have some children who have learning disabilities and/or communication difficulties. Everyone involved in the school is very aware that these children can be especially vulnerable to bullying and we are therefore particularly vigilant at all times.

High attainers can also be affected by bullying. Staff will treat this type of bullying as seriously and in the same way as any other type of bullying.

Equal Opportunities

In implementing this policy, all members of staff must take into account the Equalities Act (2010) and the schools SEND and Relational Behaviour policies. Staff must ensure that no pupil involved in any incident of bullying, is disadvantaged on the grounds of gender, race, disability, sexual orientation, age, religion or belief. These elements of Equality are included in detail within our PSHE curriculum, including LGBTQ+ and SEND. Please read our PSHE policy for more details.

Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Questionnaires completed by the whole school community, together with surveys, focus groups, children's and parents'/guardians' comments and bullying incident forms will be used to gauge the effectiveness of the policy. Following an annual review, any amendments will be made to the policy and everyone informed.

Complaints

If a parent or carer is dissatisfied with the nature of a response made by the school following a reported incident of bullying, they may wish to make a complaint, in line with the school's complaint policy

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of organisation	Telephone number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti-bully	not available	www.antibully.org.uk
Anti-Bullying Alliance (ABA)	0207 843 1901	www.anti-bullyingalliance.org.uk
Anti-bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk

Bullying Online	020 7378 1446	www.bullying.co.uk
BBC	not available	www.bbc.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	020 7730 3300 (general enquiry number) 08451 205 204 (helpline for adults only)	www.kidscape.org.uk www.beyondbullying.com
NSPCC	0207 825 2500	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
The Children's Legal Centre	0800 783 2187	www.childrenslegalcentre.com
The Office of the Children's Commissioner	0844 800 9113	www.childrenscommissioner.org.uk
UK Government Website	not available	www.direct.gov.uk