



## **Radley CE Primary School & Foundation Stage Unit**

### **Anti-Bullying Policy**

#### **Introduction**

This policy has been developed to ensure that the Anti-Bullying Policy contributes to the school fulfilling its values statement, and is intrinsically linked with, and is informed by other school policies, including the:

- Behaviour Policy
- Collective Worship Policy
- Child Protection and Safeguarding Policy
- Online Safety Policy
- Early Years Behaviours for Learning Policy
- Equality and Social Inclusion Policy
- IT Policy
- Policy for Learning and Teaching
- Special Educational Needs Policy

#### **Definition**

The Department for Education has issued guidance aiming to help schools understand their responsibilities in relation to bullying. The guidance offers a definition as follows:

*“Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.”*

At Radley Primary School, we would expand this definition; Bullying is unacceptable behaviour that results in someone feeling hurt, threatened, frightened or unhappy. It is a deliberate physical or verbal act, often done to cause distress in order to give a feeling of power, status or other gratification to the bully. A pupil is bullied when any of the following happen repeatedly and over time:

- Verbal insults – such as swearing, nasty nicknames, personal insults, racial and sexist taunts, malicious gossip, persistent teasing and spiteful practical jokes.
- Aggressive and insulting gestures
- Deliberately and vindictively leaving a pupil out of a friendship group or activity consistently over time
- Intimidation, making a pupil do something against their will
- Physical assaults
- Vandalism against, or removal of, personal belongings, including school work
- Cyberbullying – using electronic contact against a victim who cannot easily defend him or herself.

#### **Procedure for dealing with an incident of bullying**

Bullying causes great unhappiness to children. As part of our priority towards the well-being of all our pupils, we regard bullying as totally unacceptable behaviour and we at Radley School will do our best to ensure that bullying does not take place. However, we must always

be alert to the possibilities of bullying occurring. In such cases the school has a clear procedure for dealing with it. Bullying is a complex issue where both bullies and victims need help and support.

All pupils have the right to feel safe and secure. They need to feel free from any threat of bullying and to know what to do if bullying occurs. Children are encouraged to tell an adult if they are unhappy or being picked on at an early stage before bullying can develop. The aim of our anti-bullying strategy is to provide a consistent ethos that prevents instances in the first place; reacts to reports in a reasonable, proportionate and consistent manner; and protects the pupil. All complaints of bullying will be treated seriously and will be acted upon promptly in accordance with the following guidance:

### **Guidance for Pupils**

If you feel you are being bullied:

- Be firm and clear – look them in the eye and tell them to stop
- Get away from the situation as quickly as possible, don't fight back
- Tell an adult what has happened straight away

When you are talking about bullying with an adult, be clear about:

- What has happened to you
- Where it happened
- How often it has happened
- Who was involved
- Who saw what was happening
- What you have done about it already

### **Guidance for Staff**

- Do not ignore it
- Listen to the details about the incident, involve other pupils if necessary
- Always talk to the aggressor/bully and find out what has happened from both parties
- Make a judgment about the seriousness of the incident
- If it is a minor incident or a one-off, use sanctions laid out in the Behaviour Policy, remember to inform the class teachers of both parties
- Talk to the victim and make sure they know it has been dealt with and give support
- As a class teacher, keep a written record of any incidents involving your class
- Where appropriate, invite parents to come to school to discuss incidents
- If you suspect that it is an incident of bullying or racial abuse, speak to the Headteacher or Deputy Headteacher immediately, so all staff can be alerted and complete a Behaviour Incident Form
- Make the unacceptable nature of behaviour and consequences clear to the bully immediately
- Make sure it is in your PSHE curriculum.
- If the problem continues, the Headteacher will speak to the pupils involved
- If the situation persists, the Headteacher will contact parents to discuss the course of action to be taken.

## **Guidance for Parents/Guardians**

- If you suspect your child has been a victim of bullying, talk to your child about the experiences, particularly who was said to be involved, where and what has happened and how often.
- Explain to your child that should further incidents occur they should be reported to a teacher immediately.
- Speak to the class teacher who will take action to deal with the problem in accordance to the guidance above.

When talking with teachers about bullying:

- Be as specific as possible, bear in mind that the teacher may not know your child is being bullied, or may have heard conflicting accounts of an incident
- Stay in touch with the teacher to let them know if things improve, as well as if problems continue.

If there continues to be a problem:

- Keep a record (who, what, where, when)
- In more serious situations when no agreement can be reached, the Chair of Governors and Parent Governors would be invited to attend a meeting with the Headteacher and parents.
- If, after following the foregoing procedures, you are not satisfied with the way the school is handling the situation you have the right to appeal to the Divisional Education Officer.

If your child is bullying another child:

- Often parents are not aware that their child is involved in bullying
- Make clear to your child that such behaviour is unacceptable
- Work with the school to develop ways to change the behaviour
- Give your child praise and encouragement when they are co-operative and kind to other people.

## **Preventing Bullying**

The rights, rules and responsibilities of the school community are fostered amongst pupils, to encourage the development of good inter-personal skills and to develop an environment where mutual respect is highly valued. To do this we encourage pupils to:

- Work and play co-operatively, helping each other with problems related to work or friendships
- Participate fully in our Anti-Bullying Week each November
- Compliment each other on work and behaviour
- Use polite language in their day to day conversations with each other
- Support new pupils in class

Through Person Social and Health Education (PSHE), assemblies and the hidden curriculum, we strive to create an atmosphere of happiness, friendliness, and mutual respect and support. We use PSHE to teach social skills, build confidence, promote effective communication, and develop empathy and sensitivity towards one another. Specific teaching may be given in:

- Assertiveness
- Anger management
- Conflict resolution

## **Bullying outside school**

The school has an enduring interest in the welfare and conduct of its pupils and will respond positively to any information it receives about bullying outside school, for example in journeys to and from school, in after school activities, or through use of technology such as the internet or mobile phones outside of school hours. The Education and Inspections Act 2006 gives Headteachers the power “to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site (which is particularly pertinent to regulating cyberbullying)”.

## **Anti-Bullying Coordinator**

This role has been established within the local authority to:

- Work at a strategic level to develop a coordinated response to bullying
- Develop a system to monitor bullying and target intervention
- Promote the involvement of children, young people and parents
- Work with individual schools
- Provide information and disseminate good practice
- Identify and coordinate appropriate training for staff

The Local Authority Anti-Bullying Co-Ordinator is Jo Brown, who can be contacted on 01865 815639 or via email at [Jo.brown@oxfordshire.gov.uk](mailto:Jo.brown@oxfordshire.gov.uk)

Date of review: November 2017

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