



## Radley CE Primary School & Foundation Stage Unit

Jesus said, I come to give life - life in all its fullness

### Anti-Bullying Policy

#### Ethos

We are a welcoming Christian community, whose values of Relationships, Resilience and Respect underpin our behaviour to one another. It is a primary aim that every member of the school community feels valued and respected, and all are treated fairly and well. This Anti-Bullying Policy – which references the Church of England’s ‘Valuing All God’s Children 2019’ guidance - has been developed to ensure it contributes to the school fulfilling its Vision Statement, promoting an environment where everyone feels happy, safe and secure and can achieve their personal best.

This policy is intrinsically linked with, and 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
- Online Safety 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.”*

The nature of bullying can be:

1. Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
2. Verbal (e.g. name calling, ridicule, comments)
3. Cyber (e.g. messaging, social media, email) |
4. Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
5. Visual/written (e.g. graffiti, gestures, racist insignia) |
6. Damage to personal property, including school work
7. Threat with a weapon
8. Theft or extortion

Bullying can be based on any of the following:

- Race
- Sexual orientation
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

### **Reporting bullying**

Children should report any incident of bullying to any trusted adult within the school community. Children should never be bystanders to incidents of bullying, and should offer support to the victim and encourage them to report it.

Parents and carers also have a responsibility to look out for signs of bullying and, if they are aware of any bullying incidents, should support their child to report the bullying, or speak themselves with their child's class teacher or the headteacher.

All Staff have a duty to challenge bullying, to be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying. The school's anti-bullying lead is Miss Rosemary O'Reilly, with the headteacher Mrs Grace Slater, having overall responsibility for ensuring that this anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all.

### **School strategies to prevent and tackle bullying**

We use a range of measures to prevent and tackle bullying including:

1. Our school vision, with its emphasis on the values of Relationships, Resilience and Respect is at the heart of everything we do, to ensure all are revered and respected as members of a community where all are known and loved by God.
2. We ensure that all children understand the anti-bullying policy and know how to report bullying.
3. Our PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
4. Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
5. Through a variety of planned activities – including Circle Time and time across the curriculum - children are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions, as well as providing regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
6. Stereotypes are challenged by staff and pupils across the school.
7. Pupils are continually involved in developing school-wide anti-bullying initiatives through the school council and anti-bullying surveys, and participate in the Anti-Bullying Week each November.
8. We work with parents and carers, and in partnership with the Local Authority, to tackle bullying where appropriate.

### **Responding to bullying**

When bullying has been reported, the following actions will be taken:

1. Support will be offered to the target of the bullying

2. Staff will proactively respond to the bully, and consequences put in place including, as appropriate, restorative justice and support
3. Staff record the bullying on an incident reporting form, to ensure a record is kept and incidents analysed.
4. Staff will assess whether parents and carers need to be involved.
5. The Headteacher, or Deputy Headteacher will assess whether any other authorities (such as police of local authority) need to be involved, particularly when actions take place outside of school.

### **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 Co-ordinator**

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 Clare Pike, who can be contacted on 01865 815639 or via email at [Clare.Pike@oxfordshire.gov.uk](mailto:Clare.Pike@oxfordshire.gov.uk)

The policy is to be reviewed every 12 months, in consultation with the whole school community.

Date of review: September 2019

Date of next review: September 2020