



Anti-bullying POLICY

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UNICEF's Rights of the Child (Article 29) states that "children's education should develop each child's personality, talents and abilities to the fullest. It should encourage children to respect others, human rights and their own and other cultures. It should also help them learn to live peacefully, protect the environment and respect other people. Children have a particular responsibility to respect the rights of their parents, and education should aim to develop respect for the values and culture of their parents." This philosophy underpins every aspect of the curriculum at Rufford. It also states in Article 19 that "Children have the right to be protected from being hurt or mistreated, physically or mentally."

At Rufford Primary School we believe that all pupils have a right to learn in a supportive, caring, safe environment without the fear of being bullied. We promote good behaviour and follow our Behaviour Policy. It is made clear that bullying is a form of anti-social behaviour. It is wrong and it does not follow the ethos of our school supporting pupils' social emotional aspects of learning.

As a school we respect each other's safety and we all have the responsibility to promote this principle.

Definition

Bullying can be described as being a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully.

Bullying can occur through several types of anti-social behaviour.

- 1) Verbal (Direct):
This can be name-calling, teasing and threats. It can be directed towards gender, SEN, disability, culture, personality, appearance, health conditions, home circumstances or sexual orientation.

Verbal (Indirect):

Rumours and cyber (by mobile, phone or computer), this includes, but is not limited to, sexting and revenge posting on social media

- 2) Physical:
A child can be physically assaulted, punched, kicked, spat at etc.,
- 3) Exclusion:
By being excluded from activities/discussions etc.,
- 4) Damage to property or theft:
Pupils may have property damaged or stolen.

Bullying can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.

Research has shown time and time again that the extent of bullying in schools is greatly underestimated. No child, young person or adult should have to tolerate bullying behaviour in our school whether by pupils, parents or other staff. It is everyone's responsibility to safeguard them against such incidents and to deal with them quickly and effectively.

Strategy for dealing with bullying

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.

Bullying impacts on more people than the individual being bullied and has a negative impact on bystanders, friends and family. There are underlying reasons why the person displays bullying behaviour and acts in this way, and that needs to be addressed.

If bullying is suspected we will:

- Record the incident on CPOMS.
- Talk at length with the victim and witnesses. This will need patience and understanding.
- Obtain witnesses if possible and talk to them about what has happened.
- Remember – listen, believe and act.
- Identify the bully/bullies, talk about what has happened to discover why they became involved. Make it clear that bullying is not tolerated at Rufford.
- If the bully owns up then follow procedures outlined in the Behaviour Policy, refer to the Inclusion manager and create a plan to support the bully.
- The Inclusion manager or designated adult to work with the victim to support them in school and to provide strategies to move forward.
- If the bully does not own up then investigate further. If it is clear that they are lying then continue with the procedure. Children usually own up when faced with the facts.
- Meeting to be arranged with the parents of the bully and the victim to discuss the situation.

Strategies for preventing bullying in school

To reinforce the school ethos we will termly and during Anti-Bullying week, or when bullying occurs, discuss bullying and reinforce the following strategies:

- Remind children that silence is the bully's greatest weapon.
- Remember you do not deserve to be bullied, it is wrong.
- Be proud of who you are. "It is good to be you."
- Try not to show the bully you are upset – bullies thrive on fear.
- Stay with a group of friends/people. Safety in numbers.
- Be assertive – shout "no." Walk confidently away. Go straight to a member of staff.
- Fighting back may make things worse.
- Generally it is best to tell an adult straight away.

Teachers/Staff will take bullying seriously and will deal with the bullies in a way that will end the bullying and not make things worse.

Role of Parents

Parents have an important part to play in the school Anti-Bullying Policy. We ask that parents:

- Look out for unusual behaviour in their child, not wanting to attend school, regularly feeling ill, changes in personality etc,.
- Take an active role in their child's education. Enquire how the day has been in school, who they have spent time with etc,.
- If you feel your child has been a victim of bullying behaviour inform school immediately. Your complaint will be taken seriously and appropriate action taken.
- It is important that you do not advise your child to fight back. This can make matters worse.
- Tell your child that it is not their fault they are being bullied.
- Make sure your child is not afraid to ask for help. Remind them of the school's Anti-Bullying Policy.
- If you know your child is involved in bullying, please contact the school to discuss the issues. We will deal appropriately with the issue.

It must be stressed that the school will act upon an allegation of bullying when communicated to the school. However, we urge parents to communicate ANY concerns with staff at an early stage to prevent escalation of the problem. These open lines of communication should continue where the problem persists. If pupils or parents do not keep the school regularly informed of the situation then the school will assume that the problem has been fully resolved.

Record of Bullying Behaviour

Record for School

Date of Incident	
Name / class/ ethnicity of instigator/s of the Incident	
Name / class / ethnicity of the child / adult the behaviour was aimed at	
Description of Incident	
Action taken by Inclusion Manager:	
Action taken by member of SMT:	
Signed:	

Cc: Head Teacher / Class Teacher

Parent/Carer will be notified and an appropriate discussion will take place.