

Ravenswood Community Primary School Anti- Bullying Policy

Aim

Ravenswood Community Primary School operates a positive behaviour policy and does not tolerate bullying in any form. All members of the school community are committed to ensuring a safe and caring environment which promotes personal growth and positive self-esteem for all. We want children to be healthy, happy and have high expectations of both staff and pupils.

Rationale

We believe that it is important to promote positive behaviour and that good behaviour is the result of a partnership between children, adults in school and their parents.

We want our policy to define what bullying is and to state what actions will be taken if it occurs in our school. This will result in consistency in both expectations and sanctions.

This document has been written to inform all interested parties of the school's policy towards bullying and acts as a reference point when making decisions concerning such unacceptable behaviour.

Bullying

Bullying is an act of aggression causing upset, embarrassment, pain or discomfort to another. It can be physical or psychological and is an abuse of power. Bullying may be deliberate, premeditated, unprovoked and/or it may be unintentional. Individuals or groups of children may be involved either as the perpetrator(s) or as the victim(s). Importantly, bullying is not a 'one off incident', it occurs when someone is exposed repeatedly and over time to such behaviour.

Bullying includes:

- Any form of physical violence such as hitting, kicking, pushing or spitting
- Interfering with another's property by stealing, hiding, damaging or destroying it
- Using offensive names, teasing or spreading rumours about others or their families
- Using put-downs and belittling others' abilities or achievements
- Writing offensive notes or graffiti about others
- Making degrading comments about another's culture, religion, gender bias or social background
- Excluding others from a group
- Ridiculing another's appearance
- Forcing others to act against their will

If a child is being bullied they may feel frightened, unsafe, embarrassed, angry or unfairly treated. Their work, sleep and ability to concentrate may suffer. Relationships with family and friends may deteriorate. The child may feel confused and not know what to do about the problem.

Strategies to deal with bullying

As a school community it is essential that all cases of bullying are reported and appropriate action taken. It is essential that all children feel that they can tell adults if they witness or experience such unacceptable behaviour. All members of staff must listen to their concerns and act appropriately to ensure a safe and enjoyable learning environment. In order that children tell us their concerns we must foster trust between adults and children.

Staff must:

- Be role models in words and actions at all times
- Be observant of distress or suspected incidents of bullying
- Make efforts to remove the opportunities for bullying by active patrolling during supervision duty
- Arrive at class on time
- Take steps to help victims and remove sources of distress without placing the victim at further risk
- Report suspected incidents to the class teacher, or the relevant Phase Leader

Children must:

- Refuse to be involved in any bullying situation and try to take some form of preventative action if they are present when bullying occurs
- Report all incidents or suspected incidents immediately to a member of staff
- Be encouraged to speak out if they are the victim of bullying, to reduce the pain for them and other potential victims

Parents must:

- Watch for signs of distress in their children, e.g. unwillingness to attend school, a pattern of headaches, missing or damaged equipment, and requests for extra money, damaged clothes or bruising
- Take an active interest in their children's social life and acquaintances
- Advise their child to tell a member of staff about an incident, if possible encouraging the child to report and deal with the problem when it occurred
- Inform the school if bullying is suspected
- Not encourage their child to retaliate
- Communicate to their child that parental involvement may be appropriate

- Be willing to attend meetings at the school if their child is involved in any bullying incident
- Be willing to inform the school of any cases of suspected bullying even if their child is not involved.

Measures that will be taken to address instances of bullying

We believe consistent implementation of the 'Positive Behaviour Policy' is essential.

All cases of bullying will be fully investigated and recorded. The report will include details of when, where the incidents took place, the nature of the bullying, who was involved, action that was taken and by whom. This 'incident report' will be kept in the class Incident File and a copy will be held in the Headteacher's file as well.

In the case of more minor bullying, procedures outlined in the Behaviour Policy for dealing with unacceptable behaviour will be followed.

In cases of more serious or persistent bullying, the parents of the perpetrator will be called in to meet with the Headteacher and agree a behaviour modification plan. This will be followed by weekly review meetings with the class teacher or SENCO/Family Worker.

Where a child has been subjected to serious or persistent bullying their parents will be invited to attend a meeting with the Headteacher to outline the actions that have been taken to address the situation.

Temporary or fixed term exclusion may also be considered as an appropriate action to be taken.