



Anti-Bullying Policy

Our vision statement: Together we care, learn and shine.

The following policy is underpinned by our Christian values: Friendship, Forgiveness, Truth, Trust, Respect and Responsibility.

In Roos School we aim to create a happy environment of mutual respect where children can feel valued and safe. Bullying will not be tolerated.

What is bullying?

“Bullying occurs when a person, or group of people, victimise others with the intention of causing physical or psychological distress”. This can be expressed in simpler terms for the children:

“Bullying is when somebody tries to hurt or frighten somebody else in a systematic manner”.

Aims

- To work together as a school community to prevent bullying.
- To identify bullying when it occurs, and respond swiftly and effectively.

Objectives

- To increase confidence of children, staff and parents in identifying and responding to bullying.
- To raise and maintain awareness of the problem of bullying through the curriculum, staff training and good communication in the broader school community.
- To identify times and places where bullying is more likely to occur and to take effective action.
- To build anti-bullying measures onto other policies when appropriate.
- To establish effective procedures and sanctions for use when bullying occurs.
- To encourage and reward good behaviour.
- To address events of unsocial behaviour through Restorative Practice.

Prevention through the Curriculum

Through the delivery of Christian values of respect, honesty, trust and humility children are taught how to be good and responsible members of the school. Through the curriculum we address how we can be good citizens with subjects like Religious Education (RE), Personal, Social and Health Education (PSHE), British Values and spiritual, moral and cultural diversity.

Our Whole-School Behaviour Policy emphasized the importance we place on developing self-esteem and attitudes of mutual respect. Rules, sanctions and rewards are also set out in our behaviour policy, which acts strongly against bullying by clearly differentiating between acceptable and unacceptable behaviour. Special Educational Needs and Equal Opportunities policies also support this policy through their emphasis on respect for individual differences.

In the Playground

Whilst in the playground children from year 6 act as playleaders, they engage children with activities so that all children get a chance to play. They also act as playground buddies so if a child has no-one to play with they can find someone for them to join in with or suggest that they get involved with the playleader activities.

Rewarding Good Behaviour

Good behaviour is the expected norm within the school and is reinforced through Investors in Pupils. Co-operative behaviour is encouraged and rewarded in several ways. Encouragement is given through the use of the traffic light system, WOWW (Working On What Works) which runs throughout each classroom, Class Dojo points and also the setting of individual and class targets. Good or improved behaviour is praised informally to children through the giving out of stickers, sending notes home with the children and celebration assemblies. To parents good behaviour is praised more formally in annual reports. Target sheets may be used to reward children who are trying to improve their behaviour, and individual rewards may be formalised in an 'Individual Behavioural Plan' (see Behaviour Policy).

Home-School Policy

The parents are informed of any incidents that arise either as the victim or the bully. Parents will be invited in to discuss the incident through restorative practice.

Outside school

Bullying may originate in school and continue outside, or vice-versa. We encourage parents and children to inform us of problems out of school, particularly on the route to and from school, so that we can respond appropriately in school to prevent an escalation of the situation.

Identifying and Reporting Bullying

The broader school community has a corporate responsibility for identifying and reporting bullying. We must all be vigilant, as victims may feel ashamed and tell nobody. It is important to establish open channels of communication so that children, parents, staff and other adults in school and the community can work together on the early identification of bullying. Children and staff discuss behavioural matters freely and frequently, with a sense of shared responsibility for ensuring that school is a good place to be. Peer group pressure can be very effective. Children should be encouraged to be proud of their differences, and should know that they do not have to put up with bullying. They should be made aware that they can ask for a 'quiet word' with any member of staff or our Emotional Literacy Support Assistant (ELSA), and this will be dealt with sensitively.

Matters of procedures and sanctions will be dealt with in an appropriate way and responding to the needs of the child.

Governors

The school governors have a legal duty to safeguard the welfare of the pupils. They are available to offer help and support to parents, and may also be called upon to write to parents about specific bullying problems.

Revised February 2018

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