



Radipole Primary School

Anti Bullying Policy

Signed: *J Cridland*
Chair of Governors

Date of Approval: January 2018

Date of Next Review: January 2020

This policy has been reviewed in line with the 9 principles set out in the Single Equality Policy and an initial screening Equality Impact Assessment has been carried out.

Anti Bullying Policy

At Radipole Primary School we believe that all children have the right to safe and happy times whilst they are at school. As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. We know that a school free from bullying is a school where each child can flourish and make the most of their learning and their play.

Objectives of this policy

- All staff, governors, pupils and parents/carers should have an understanding of what bullying is.
- All staff and governors should know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents/carers should know what the school policy is on bullying and what they should do if bullying arises.

What is bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group, either physically or emotionally. Bullying is when this type of behaviour happens again and again over a period of time.'

- Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.
- Bullying is repeated over time.
- Bullying makes those being bullied feel powerless to defend themselves.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting
- Physical pushing, kicking, biting, hitting, punching or any use of violence
- Racial racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber bullying all areas of internet, such as comments by email or on social networking sites, threats by text message, misuse of associated technology i.e. camera and video facilities, tablets or game consoles.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEND
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism or sexual bullying, homophobia

Bullying can take place anywhere in or around the school, on the journey to and from school, on residential trips and in cyberspace. It can take place in group activities and between families in the local community.

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual
- The strength of the individual
- The numbers or group size involved
- Anonymity, through the use of cyber bullying or using email, social networking sites, texts etc.

Staff must remain vigilant about bullying behaviours. Children may not be aware that they are being bullied because they may be too young or have a level of SEND which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils, those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Prevention

At Radipole Primary School we use a variety of methods to support children in preventing and understanding the consequences of bullying through assemblies and PSHE lessons. All staff actively encourage children to have respect for each other and for other people's property. Good, polite behaviour is regularly acknowledged and rewarded through weekly certificates and our Radipole Award scheme.

We aim to prevent bullying in our school by

- Developing an effective anti-bullying policy and practice. The school will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence.
- Any incidents being treated seriously and dealt with immediately.
- Having well trained Peer Mediators
- Involving external professionals where appropriate
- Adhering to our E-safety Policy
- Having an easy system for children to report any concerns, including a 'Report an issue' button on our website.

All staff should be vigilant and if they suspect bullying is happening they should:

- Look out for signs (physical and emotional) that may suggest a child is unhappy
- Find the right time and space to talk to the child
- Listen carefully to what the child is saying, ask sensitive questions, avoid jumping to conclusions or putting words in their mouth
- Record the incident on MyConcern
- Keep a diary or notes if appropriate or necessary
- Explain to the child that you are going to help, and share with them, and get their agreement on, the way in which you feel you can help
- Contact the parents

A child who is being bullied should:

- Tell an adult who they trust
- Fill in a 'worry' slip for their class 'concerns box' or use the 'Report an issue' button on the school website.
- Understand the adult they have spoken to will need to talk to a number of other adults, and some children
- Follow the advice and guidance that the supporting adults give them

Advice for parents/carers

- Look out for signs (physical and emotional) that may suggest their child is unhappy
- Find the right time and space to talk to their child
- Listen carefully to what the child is saying, ask sensitive questions, avoid jumping to conclusions or putting words in their mouth
- Keep a diary or notes if appropriate or necessary
- Explain to your child that you are going to help, and share with them, and get their agreement on, the way in which you feel you can help
- Contact the school

Do not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents/carers
- Encourage your child to retaliate.

Outcomes

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff. The child displaying unacceptable behaviour, may be asked to apologise (as appropriate to their age and level of understanding). Other consequences may take place. Parents will be informed about their child's behaviour and asked to support the school with any sanctions that it takes.

Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Kidscape

www.kidscape.org.uk 02077303300

Childline – advice and stories from children who have survived bullying

www.childline.org.uk/ 08000 1111

Bullying on line

www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk

08088002222

Useful sources of information

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools

www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents

Dorset Police Safe Schools Team - multi-award winning Safe Schools and Communities Team (SSCT), a partnership between Dorset Police and the County's Youth Offending Team (YOT), was set up in 2005 to prevent and reduce anti-social behaviour, crime and wrong-doing and to promote safety across communities in the Dorset County Council areas.

<http://www.dorset.police.uk/default.aspx?page=3638>

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.