

Risca Primary School



Anti Bullying Policy

Author	Issue	Date	Govs
J. Arthur	1	Sept 11	
J.Arthur	2	September 2015	
J. Arthur	3	September 2017	
J. Arthur	4	September 2018	

Anti-Bullying Policy

Statement

Everyone at Risca Primary School has the right to work in a welcoming, secure and happy environment. Only if this is the case will all members of the school community be able to achieve their full potential. Bullying of any kind breaks down the school ethos and prevents equality of opportunity. Staff and pupils see it as our responsibility to prevent this happening and the purpose of this policy is to provide guidelines to support this ethos.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Race Equality Statement

At Risca Primary School we are committed to race equality, promoting positive approaches to difference and fostering respect for people of all cultural backgrounds. We are opposed to all forms of racial prejudice and discrimination. Language or behaviour that is racist or potentially damaging to any ethnic or racial group will not be tolerated and will be challenged. We at Risca Primary recognise that Wales and the U.K. have diverse societies made up of people from many different racial, cultural, religious and linguistic backgrounds. It is important that all pupils are prepared to live in such a diverse society.

Aims of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Definition - What Is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The three main types of bullying are:

- physical (hitting, kicking, theft, sexual harassment, aggression)
- verbal (name calling, racist/offensive remarks)
- indirect (spreading rumours, excluding someone from social groups, malicious e-mails/texts, malicious use of social media)

The problems associated with bullying are well known. One of the major difficulties we have is with the perception of parents/carers and the children of the difference between bullying and other instances which are not systematic or where children fall out. All instances where 'bullying' is reported however, must be investigated. It will be up to the judgement of the staff involved as to how far the investigation proceeds.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Signs and symptoms that may be exhibited include:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Actions to tackle Bullying

Prevention is always better than cure so vigilance is a key element. The use of the curriculum with the inclusion of Personal and Social Education, etc. will re-inforce the unacceptable nature of bullying.

Pupils are aware that they should report incidents of bullying / arguments to an adult within the school. They are aware that the Headteacher/Deputy Headteacher will be immediately informed. They are also aware of their duty to report incidents of potential bullying.

All reported incidents of bullying are taken seriously and investigated immediately by school staff, and if necessary a member of the Senior Leadership Team/Deputy Headteacher/ Headteacher.

Procedures

PROCEDURES WITHIN THE SCHOOL

1. All teachers will discuss with their pupils in their class the "CODE OF CONDUCT" which is a positive statement of acceptable and unacceptable forms of behaviour.
2. The pupils will be made aware that instances of bullying will be deemed serious breaches of the school rules, as such they will receive a consequence as appropriate to the offence.
3. The school assemblies will promote an atmosphere of trust and caring and reinforce the CODE OF CONDUCT/SCHOOL RULES.
4. All pupils are to be encouraged to notify class teacher/lunchtime supervisor etc. of any incidents of bullying when it occurs.

CODE OF CONDUCT

- 1. We will not put up with bullying of any kind.*
- 2. We will respect others whatever their race, religion, colour or disability.*
- 3. If we see anyone being bullied we will not ignore it and we will tell an adult.*
- 4. We will be considerate of the younger children in the school, especially on the playground.*
- 5. We will answer questions honestly about our actions and deeds and those of others.*

To reduce bullying at Risca Primary School we will:

- Implement a whole school positive behaviour management policy that creates high standards of behaviour.
- Ensure appropriate staff are present on playground during break/lunchtimes.
- Focus on reduction of rough play, which in itself can mask bullying.
- Where appropriate utilise the Pupil Council as an alternative mechanism through which pupils can raise issues, including bullying.
- Create a caring environment, where concern for the individual is emphasised wherever possible.
- Ensure that it is clear that bullying will not be tolerated.

- Encourage children to talk about bullying on a regular basis and through a number of methods. e.g. Discussion, role-play, creative writing and circle time. Through such activities in a peer group, disapproval of bullying is established.
- Ensure that teachers, parents, Governors and all staff are aware of the school policy on bullying.
- Frequently remind the children that they can tell any member of staff about bullying and ensuring that the children's complaints will be taken seriously.

When dealing with instances of bullying, the following procedures should be adhered to:

- The complainant's account must be listened to. This discussion will be conducted sensitively, calmly and quietly.
- On no account should bullies and victims be talked together unless the victim is happy to do so.
- If the child wants action to be taken, then the other's account must be listened to separately. This will often result in hearing an entirely different story and can make resolving the problem by taking actions against one child very difficult. Where it is clear cut, the bully should be made aware that further instances will not be tolerated and that parents / carers will be involved. A written note of this will be made.
- Where possible, the account of eyewitnesses should be sought especially where two different stories are given in above.
- Where further action is required, the parents / carers of both children should be informed.
- All incidents reported to us by parents / carers must be investigated and the action to be taken agreed with them. The results of this action should then be communicated to them by word of mouth, telephone or letter.

Outcomes

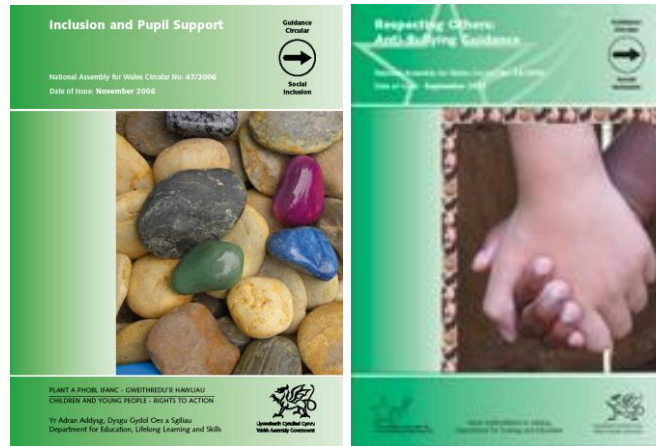
1. The pupil/pupils involved will be verbally warned and the incident logged and dated. The situation is monitored regularly to ensure that there is no reoccurrence.
2. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
3. If possible, the pupils will be reconciled.
4. If the bullying is continued parents are notified and invited to an interview in school to seek their support, co-operation and an agreement on the appropriate course of action following the establishment of a case.
5. In serious cases, suspension or even exclusion will be considered.

Monitoring, evaluation and review

The school will review this policy bi-annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

In drawing up this Anti-Bullying Policy the following were consulted - All teaching and support staff, School Council and Governors.

The following documents were used in the development of this policy:



It was approved by the Governing Body on _____

Signed:

Chair of Governors _____

Headteacher _____

Date to be reviewed: _____