

Rowley Park Academy

Anti-Bullying Policy

Rationale

Everyone at Rowley Park has the right to feel welcome, secure and happy. Only if this is the case, will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

This document outlines how we make this possible at Rowley Park Primary School and this policy is seen as an integral part of our Behaviour and Discipline Policy.

Definitions of Bullying

Bullying is:

'Any behaviour or action, usually over time, that intentionally hurts another individual or group.'

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone.

Bullying is an unpleasant behaviour which is repeated. Several Times on Purpose (STOP).

There are many reasons why someone may be bullied and it can be:

- ❑ Physical (hitting, kicking, pinching pushing, theft, threats)
- ❑ Verbal (name calling, , laughing, sarcasm, teasing, spreading rumours)
- ❑ Emotional (tormenting, ridicule excluding, humiliating)
- ❑ Racist (racial taunts, graffiti, gestures, due to religion or culture)
- ❑ Sexual (name-calling, physical assault, Sexual or Sexist or Sexting via device)
- ❑ Homophobic (mocking, verbal abuse or name-calling, graffiti, refusal to co-operate due to a individuals sexual orientation or perceived sexual orientation)
- ❑ Disabilist (offensive mimicking, verbal abuse, name-calling due to Special Educational Needs (SEN) or disabilities)
- ❑ Appearance or health conditions
- ❑ Young carers or looked-after children or otherwise related to home circumstances
- ❑ Preventing Extremism – bullying will not be tolerated in relation to any incident due to other's backgrounds, culture or heritage. Acceptance of each other will be encouraged and promoted within school via discussion, role play, etc.

- ❑ Cyber bullying is the repeated sending of malicious messages and/or images through text, e mail or other technology.

We strive to reinforce that pupils do get angry towards one another others but that this does but mean that a pupil is being bullied.

The school works hard to ensure that all pupils know the difference between bullying and simple "falling out".

Who bullies?

Anyone can bully. A bully can be a pupil against a member of staff as well as a staff member against a pupil. A bully can also be a pupil against another pupil and a member of staff against another staff member.

Actions to Tackle Bullying

Prevention is better than cure so at Rowley Park Primary, we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum as well as assemblies to whenever possible reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Pupils are told that they must report any incident of bullying to an adult within the school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff. There is provision for school members to report incidents anonymously through a centrally located worry box (at present this is located by the KS2 library). In the event of cyber bullying, pupils are instructed to follow the safer internet code when in school. Children are taught to report any serious incidents of cyber-bullying through the CEOP button on the learning platform.

All reported incidents of bullying will be investigated and taken seriously by staff members. An electronic record will be kept of all reported incidents. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Assistant Headteacher. Such allegations along with allegations of bullying of a racial nature will be recorded using the 'Sentinel' electronic system. If this bullying persists, the head teacher is informed and will result in one of the following actions:

1. Warning
2. Internal exclusion for a period of time
3. Fixed term exclusion
4. Permanent exclusion

As bullying can be a crime, the school may choose to involve the police or other relevant agencies.

All recorded incidents of bullying will be analysed, reviewed and their frequency and type monitored. This information will be used to inform the development of the school's anti-bullying work. This information will be collated and shared with staff during a series of PDM's throughout the year. This will allow staff to evaluate the impact of the school's anti bullying work collectively and make changes as appropriate to the School Development Plan.

The school will provide training to all staff on how to recognise and deal with bullying and recognise that this must be done in a consistent and transparent manner.

Preventing Bullying

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident to their age and level of understanding. If this incident is not too serious, a problem-solving and detailed discussion approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil will be given an opportunity to talk and the discussion will remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that will be applied if more than one pupil is involved in bullying another such as structured role-play, SEAL lessons and Circle Time. This will then be used to provide an effective way of

sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour.

Victims who are worried about openly discussing an incident when the aggressors are present (e.g. taunting during a lesson) will be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher. The members of staff school will continually remind all pupils to seek information on the schools anti-bullying board as well as using the class worry box to voice any concerns they may have. Victims will be made to feel secure in the knowledge that assertive behaviour, and even walking away, can be effective ways of dealing with bullying. The school buddies, school council members and pupils who hold a position of responsibility within the school will also support pupils when and where appropriate.

The parents of bullies and their victims will be informed of an incident and the action that has taken place. They will be asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. This could result in persistent bullies being excluded from school.

Parents are reminded regularly through letters, newsletters and the school online magazine, to inform their children that they must tell someone should they ever be bullied. Where necessary we will call on outside agencies (such as inclusion support and CAMHS) to provide further advice and support. We will also direct children to 'Child line' and advise parents where to seek further information and support.

The school will adopt the same anti-bullying systems, procedures and consequences during all lunch and break times. Lunchtime supervisors will be expected to carry out the same level of monitoring and the prevention of bullying in the same way as other staff within the school.

Expectations and Ethos

- every member of the school community has the right to feel comfortable, safe, secure, equally valued and respected;
- every member of the school community has the right to grow and change, free from prejudice, stereotyping, harassment and negative discrimination;
- every pupil in the school community has the right to equal access to a curriculum that meets their needs;
- learning is the entitlement and responsibility of every member of the school community;
- every member of the school community has the right to object to and/or reject language or behaviour, which is offensive and/or intimidating,
- every member of the school community has the responsibility to treat others with respect;
- it is the responsibility of every member of the school community to address and/or report all incidents of bullying.

Whilst there is little history of bullying at Rowley Park Primary, we believe that one case is one case too many. Therefore, we believe it is essential to constantly make changes and review this policy in order to ensure we are in a position to strengthen our approach to this issue.