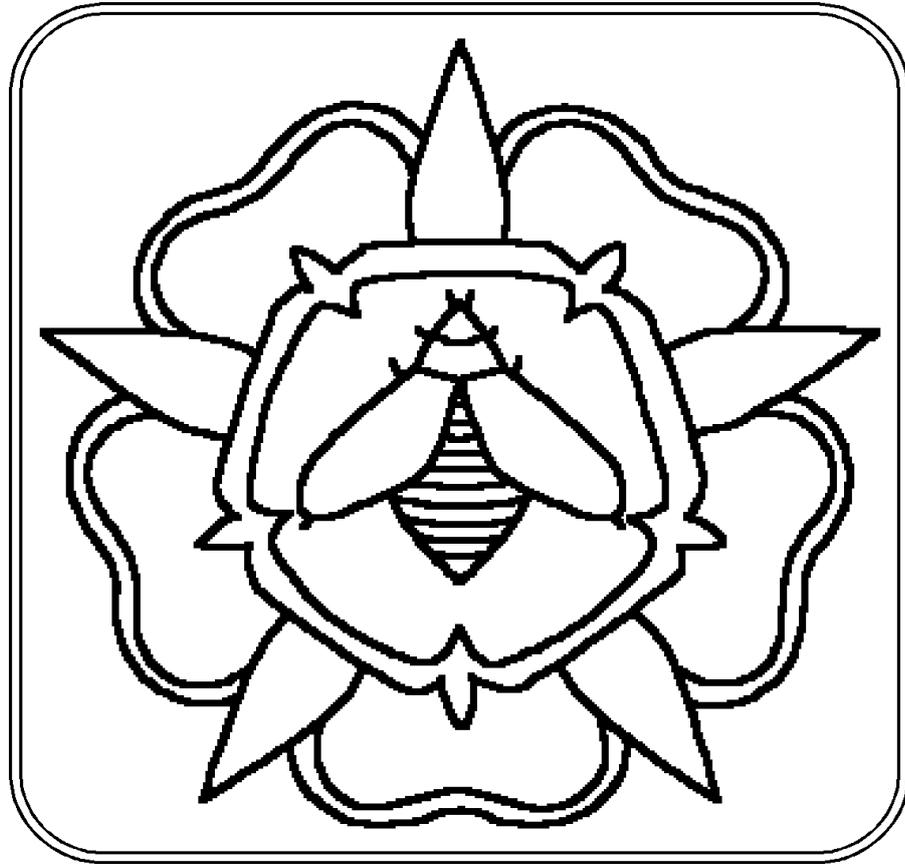# Round Hill Primary School

Participate, Excel, Be Proud!

Anti Bullying Policy

Reviewed by: Adrian Nash   Date: November 2016

Next Review Due: November 2018

This policy has been taken for the Nottinghamshire Local Authority Model Policy and has been adapted to reflect the specific needs of Round Hill Primary School.

This policy development and implementation of the policy was carried out with full consultation with all stakeholders (all staff, governors, children and young people).

The following Nottinghamshire Children and Young People's Services documents were used to formulate this policy:

- Children Behaviour in Schools Vol1 – Section 7: Reducing bullying in schools.
- Anti-bullying Policy Development: Guidance for schools
- Children's Behaviour in Schools - Volume II - Responding to Challenging Behaviour

Rationale
The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Introduction

At Round Hill Primary School, we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.

We would expect pupils to feel safe in school, including that they understand the issues relating to safety, such as bullying and that they feel confident to seek support from school should they feel unsafe.

Policy Development

This policy was formulated in consultation with the whole school community with input from

Members of staff, governors, parents/carers, children and young people.
Pupils contribute to the development of the policy through the school council, circle time discussions, etc…

The school council will develop a Student friendly version to be displayed in school planners.

Parents will be encouraged to contribute by: taking part in written consultations, parent meetings, parent focus groups producing a shorter parent's guide which will be placed on the school website.

Roles and Responsibilities

The Head teacher – Has overall responsibility for the policy and its implementation and liaising with the governing body, parents/carers, LA and outside agencies and appointing an Anti-bullying coordinator who will have general responsibility for handling the implementation of this policy.

The Anti –bullying Coordinator in our school is: The Deputy Head - Jo Hewitt

Their responsibilities are:

- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that this informs policy review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

The nominated Governor with the responsibility for Anti-bullying (Behaviour) is: Brian Taylor

Definition of Bullying

'Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.
    Safe to Learn: embedding anti bullying work in schools (2007).

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.

- There is a power imbalance that makes it hard for the victim to defend themselves.

- It is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist, homophobic or transgender bullying and when children with disabilities are involved. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying can include:
- name calling
- taunting
- mocking
- making offensive comments
- physical assault
- taking or damaging belongings
- cyber bullying - inappropriate text messaging and e mailing; sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Why are children and young people bullied?

Specific types of bullying include:
- bullying related to race, religion or culture
- bullying related to special educational needs or disabilities
- bullying related to appearance or health
- bullying relating to sexual orientation
- bullying of young carers or looked after children or otherwise related to home circumstances
- sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:
- young people
- young people and staff
- between staff
- individuals or groups

Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are the victims of bullying or have witnessed bullying behaviour (bystanders)

- Children and young people in school – Children can speak to any adult in school.
- Parents/carers – Initially they make contact with the school and information will be gathered and an investigation will take place
- All staff and visitors – reports can be made to the SLT and where appropriate the Chair of Governors
- Bystanders - Initially they make contact with the school and information will be gathered and an investigation will take place

Procedures
The following steps may be taken when dealing with incidents:
If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

- A clear account of the incident will be recorded and given to the Headteacher
- The Headteacher will interview all concerned and will record the incident.
- Classteachers will be kept informed.
- Parents will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the school behaviour/discipline policy.

Pupils who have been bullied will be supported by:
- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:
- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Staff Responsibilities

- A range of responses appropriate to the situation: - solution focused, restorative approach, circle of friends, individual work with victim, perpetrator, referral to outside agencies if appropriate
- Referral to Behaviour policy and school sanctions and how these may be applied including what actions may be taken if bullying persists
- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible,
- To take appropriate action, or refer the matter to the Headteacher for further action.
- To record and inform parents of bullying incidents.
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying.
- To foster by example the values we as a school believe in.
- To promote the use of interventions which are least intrusive and most effective.
- To record incidents of bullying in a discipline file.
- To retain records for monitoring purposes.

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be stored by the Anti-bullying coordinator.

The information stored will be used to ensure individuals incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.

This information will be presented to the governors as part of the Head Teachers Report.

The policy will be reviewed and updated annually.

Strategies for Preventing Bullying

As part of our on going commitment to the safety and welfare of our pupils we at Round Hill Primary School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

- Involvement in SEAL including Anti-bullying lessons
- Involvement in Healthy Schools
- Anti-Bullying week annually in November.
- PSHE/citizenship
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Student voice
- Parent groups/extended schools
- Peer mentoring schemes
- Playground Buddying
- Parent information events/information
- Staff training and development for all staff
- Counselling and/or Mediation schemes

Links with other policies

Behaviour Policy
Safeguarding Policy
Acceptable Use Policy - Cyberbullying and internet safety
Equalities Policy - Race, Homophobia, SEN and Disability
PSHE and Citizenship Policy
Confidentiality Policy

References Documents and Related Policy/Guidance

National Documents

- Safe to Learn- DCSF Guidelines
    - Embedding anti-bullying work in schools – DCSF-00656-2007
    - Homophobic bullying – DCSF – 00668-2007
    - Cyberbullying – DCSF – 00658-2007
    - Bullying Involving Children with Special Educational Needs and Disabilities – DCSF 00372-2008

www.teachernet.gov.uk/publications
- Cyberbullying - supporting school staff
- Cyberbullying - A whole – school community issue-