

# RUSHEY GREEN PRIMARY SCHOOL



## ANTI-BULLYING POLICY

**Approved by:** Governing Body **Date Created:** February 2021

**Signed:**

**Last reviewed on:** September 2024

**Next review due by:** July 2025

THE WELFARE, HEALTH AND SAFETY OF PUPILS

The 1989 Children's Act was designed to safeguard and promote the welfare of all children and therefore schools have a responsibility to prevent, recognise and deal with bullying in its many forms.

*“Any behaviour which is the illegitimate use of power in order to hurt others is bullying behaviour”*

- “Action Against Bullying”, Johnstone, Munn & Edwards

*The aims of the school anti-bullying strategies and intervention systems are to:*

- prevent, de-escalate and stop any continuation of harmful behaviour
- react to bullying incidents in a reasonable, proportionate and consistent way
- provide procedures to follow to disclose, monitor, react to and record bullying to enable patterns to be identified
- educate pupils through various methods (e.g. assemblies, projects, drama, stories, PSHE, Circle Time, Computing etc.) about the effects of bullying, how to prevent and spot bullying and the importance of respecting others
- safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil
- apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multi-agency support
- ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied
- Raise awareness through staff training, in particular annual e-Safety training and three yearly CP training, so that the principles of the school policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems and sources of support are available
- The school has and will invest in specialised skills and training to understand the needs of the needs including those with SEN needs or disabilities.
- Involve parents in making sure the pupils are clear about the part they can play to prevent bullying including when they find themselves as bystanders. With this in mind, an annual e-Safety training event is held at the school for all parents.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at Rushey Green Primary School.

### **What is bullying?**

- 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.

### **How we feel about bullying?**

- everyone has the right to feel welcome, secure and happy
- we should treat everyone with consideration
- if bullying happens it will be dealt with quickly and effectively

- it is important for children to tell someone and feel confident in doing so
- bullying of any kind is unacceptable at our school.

### **What types of bullying are there?**

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse. Mobile threats by text messaging and calls. Misuse of associated technology ie: camera and video facilities including those on mobile phones.)
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)
- Any other kind of prejudice.

### **What are the signs and symptoms of bullying?**

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- 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
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Attainment dips
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received

- Gives improbable excuses for their behaviour.

### **What causes Bullying?**

People bully for different reasons.

The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

### **How can we prevent Bullying?**

At Rushey Green we foster a clear understanding that bullying, in any form, is not acceptable.

This can be done 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 through the schools value system. Regular circle times or impromptu decisions to discuss any issues or concerns the class may have. Using age appropriate content.
- Any incidents treated seriously and dealt with immediately. We report appropriate incidents to the borough and governors.

### **Our school will respond promptly and effectively to reported incidents of bullying**

#### **What is the role of the Governing body?**

The governing body monitors the incidents of bullying that occur and reviews the effectiveness of the school policy regularly. The governors require the Acting Headteacher and the Assistant Headteacher/Behaviour Lead to keep accurate records of all incidents of bullying and report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks

him/her to conduct an investigation into the case and to report back to a representative of the governing body.

### **Links with other policies**

**This policy should be read alongside the following policies:**

- **Behaviour Policy**
- **E-safety**
- **Safeguarding and Child protection**
- **Racial Equality and Cultural diversity**
- **Confidentiality Policy**

**RECOMMENDED PROCEDURES IN SCHOOL FOR REPORTING BULLYING**

**PATHWAYS OF HELP**

Child is bullied

**Step 1a**

Referral by a parent to class teacher or head of school

**Step 1b**

Student personally approaches:  
Buddy/Peer Mentor  
Learning Mentor  
Class Teacher  
Non Teaching trusted member of the school community  
Support Staff

**Step 2**

Student meets with class teacher and/ or Learning Mentor

Discussion on the facts  
Suggested ways forward  
Short review time

**If continues**

**Step 3**

Designated adult  
Discussion/Interview with all parties  
Will use: suggested and agreed actions/strategies  
Parents informed  
Short term review

**Step 4**

Senior member of staff (with anti-bullying responsibility)  
Directs to a variety of help strategies delivered by 'trained' personnel eg.

- Restorative justice
- Mediation/counselling
- Anger management training & self help
- Peer Mentor/Buddy support
- External Agencies - Connexions
- Circle of friends

**Step 5**

Headteacher and Chair of Governors and inform/seek advice from LA Head of Inclusion services

### **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](http://www.anti-bullyingalliance.org.uk)

#### **Kidscape**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

02077303300

**Childline** – advice and stories from children who have survived bullying

08000 1111

#### **Bullying on line**

[www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** – advice and links for parents [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

08088002222

#### **Parents Against Bullying**

01928 576152

### **Useful sources of information**

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. [www.stonewall.org.uk](http://www.stonewall.org.uk).

**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](http://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](http://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](http://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](http://www.childnet-int.org/kia/parents)