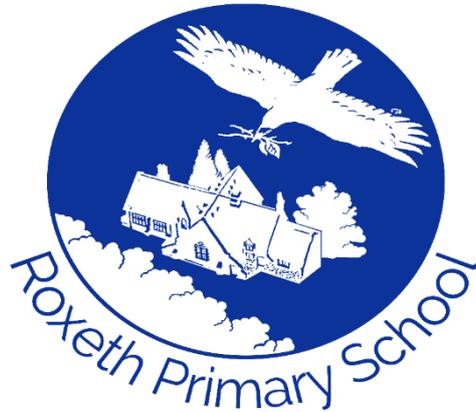


ROXETH PRIMARY SCHOOL



ANTI BULLYING POLICY

Revised April 2021

OUR MISSION STATEMENT

learning together, making progress, achieving goals

Roxeth Primary School Anti-Bullying Policy

Aim and purpose:

The purpose of this policy is to create a happy, pleasant, secure and stimulating learning environment where everyone will be encouraged and inspired to do their very best. Therefore, at Roxeth we adopt a zero-tolerance approach to bullying by adults or pupils, and any such incidents will be dealt with promptly and fairly. If bullying does occur, we aim to provide an environment where all pupils or adults feel safe to disclose incidents and know that these incidents will be dealt with promptly and effectively.

The purpose of this behaviour policy is to give a framework to be used by everyone in the whole school community. This will discourage bullying behaviours by clearly demonstrating the sanctions that will follow. This policy has been agreed in consultation with staff, children and governors and reflects the values and principles that are important in the school.

The aim of this policy is to support the school mission statement which is 'learning together, making progress, achieving goals.' Bullying is therefore entirely contrary to the values and principles at Roxeth. All members of the school community have a right to work and learn in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment through the implementation of this policy.

Roxeth Primary School has attained UNICEF's Rights Respecting Schools Award (RRSA) Gold Award which helps schools to use the United Nations Convention on the Rights of the Child (UNCRC) as the school's values framework. As a whole school community, we speak about our values, our rights and how we respect them (*Article 1 and 2: every child has rights*). This approach enhances pupils' understanding of the consequences of individual and group actions on the rights of others locally and globally. It also serves as the basis for a shared vision, which runs like a thread through all aspects of school life, and which promotes positive environments, positive relationships and good learning (Class Charter and Roxeth Charter). At Roxeth we also follow a value-based education where we focus on a Value of the Month e.g. tolerance, honesty.

Objectives:

- To ensure all members of the school community understand what bullying is.
- To ensure all members of the school community know the school's policy on bullying, and understand the procedures to follow when bullying is reported.
- To demonstrate that bullying will not be tolerated. Victims of bullying will be listened to and incidences thoroughly investigated.

RRSA Article 19: You should not be harmed and should be looked after and kept safe.

RRSA Article 12: You have the right to give your opinion, and for adults to listen and take it seriously.

What is Bullying?

There is no legal definition of bullying. *

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

[*https://www.gov.uk/bullying-at-school/bullying-a-definition](https://www.gov.uk/bullying-at-school/bullying-a-definition)

What is Cyberbullying?

Cyberbullying can be described as bullying using electronic communication. This form of bullying can take place via text message, over social networks or via any number of communication systems available over the internet. This type of bullying has a greater impact on the victim when there is an element of repetition and a real or perceived power imbalance between the victim and the perpetrator(s).

Cyberbullying is not a specific criminal offence but laws concerning harassment and threatening behaviour may be applied.

Cyberbullying has many forms:

- Flaming – a group targeting insults at one individual
- Online harassment
- Cyberstalking (repeatedly harassing or threatening someone using electronic communication)
- Denigration – to criticise in a derogatory manner
- Masquerade – impersonating, stealing (or using) another person's identity to direct an attack
- Outing – disclosing private or personal information
- Putting up false profiles
- Distributing personal material against someone's wishes
- Trolling - is a form of bullying where the perpetrators anonymously log on to a social network platform with the specific purpose of identifying and bullying an individual.

It is essential to understand that some incidents of cyberbullying may be unintentional and the consequences may also be unintentional. It is important to stress those bystanders or observers of cyberbullying may become perpetrators by allowing these actions to take place.

Roxeth School's response to cyberbullying is that we believe cyberbullying is a form of bullying. We will adopt our full range of anti-bullying strategies to combat this form of bullying.

RRSA Article 17: You have a right to get information that is important to your wellbeing from radios, newspaper, books, computers and other sources. Adults should make sure the information you get is not harmful, and help you find and understand the information you need.

Additional strategies available to us in order to combat this form of bullying include –

- Monitoring the use of devices during school hours;
- All mobile phones have to be handed in to the school as they enter the classroom in the morning or the school office. This only applies to Year 5 and Year 6.;
- Raising awareness of this particular form of bullying through PSHE/Computing sessions and Assemblies;
- Encouraging parents to monitor use of devices outside of school hours;
- Providing learners with access to a range of means of reporting incidents causing concern;
- Working closely with the Police to report concerns at the earliest opportunity;
- Celebrate Anti-Bullying Week and Internet Safety Day;
- Providing parent workshops for parents on how to keep their children safe online e.g. Vodafone
- The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized by a member of staff who has been formally authorised by the headteacher, that staff member can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.
- Electronic devices that can be used to take photographs for example smart watches, are not permitted to be worn at school

If parents / carers are concerned, please contact the school. We would ask all parents / carers to:

- Be vigilant of how their child uses such technologies;
- Use the relevant safety 'tools' that are available to help monitor and manage the internet;
- Keep any evidence of offending emails, text messages or online conversations.
- When outside of school time contact the police if the incident is serious

What are the signs and symptoms of bullying?

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- belongings getting 'lost' or damaged;
- physical injuries, such as unexplained bruises;
- being afraid to go to school, being mysteriously 'ill' each morning, or skipping school;
- not doing as well at school;
- asking for, or stealing money (to give to whoever's bullying them);
- being nervous, losing confidence, or becoming distressed and withdrawn;
- problems with eating or sleeping;
- bullying others

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

What happens if bullying is identified?

Pupils will be encouraged to report/discuss any behaviour they are not happy with. Initially staff will try to deal with any incident in a supportive low-key manner to avoid further distress. This may be:

- Face to face talks;
- Taken as a theme in a class PSHE / SEAL discussion if the bullied child is more at ease with this.
- Support from the counselling services

Should other incidents occur, the following procedure will be used progressively to address the problem:

1. Formalise noted talk with the children concerned (parents/carers notified verbally to allow any queries to be raised).
2. Parents/carers of the children involved asked to attend a formal meeting at school.
3. Formal involvement of parents/carers and possible exclusion of the perpetrator.
4. The bullying behaviour or threats of bullying will always be investigated and the bullying stopped quickly.
5. Victim/s of bullying will be supported (Counselling services)
6. Attempts will be made to help the perpetrator/s change their behaviour.

The School follows DFE Policy regarding Exclusions.

Desired outcomes of such action:

1. The bully / bullies will be asked to genuinely apologise. Additional consequences may take place as per Behaviour Policy.
2. If possible, the children will be reconciled through conflict resolution to empower any victims.
3. Support plan to monitor a victim and build up their confidence again.
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. If unhappy with the outcome, parents/carers should follow the Complaints policy
6. Intervention in place for the child demonstrating bullying type behaviour.

What can parents do?

If your child is bullied:

- listen calmly to your child and take what he/she says seriously
- reassure your child that it is not his/her fault, make a note of what happened when and who was involved
- tell your child that you will find ways to ensure his/her safety, make an appointment to see your child's teacher, find out what action the teacher plans to take and when
- keep in touch with school
- let school staff know if things improve or escalate if there are further incidents, do not confront the child or parents yourself but communicate with the senior leadership team.
- ask to see copy of the schools anti-bullying policy
- work together with school staff

At Roxeth Primary School we follow a three-step policy when bullying is reported or seen all staff must:

1. Inform the class teacher and the incident is discussed with the individuals concerned. This can be done on a one to one basis or with a group of individuals who are involved. Adherence to the school's Golden Charter is noted and in line with the school's Behaviour Policy, a 'Think Sheet' is completed by the child/children involved and filed in the class behaviour folder.

2. Inform a Key stage leader/senior teacher when continued incidents of bullying are reported or noted. They will meet all individuals concerned either in a group or one to one. The incident is discussed and adherence to the schools Golden Charter is noted and in line with the school's Behaviour Policy. A Think Sheet is completed and filed in the class behaviour folder. Parents are contacted and a meeting is called to discuss the incident(s). Parents are informed that if such behaviour occurs the next step will be a meeting with the Head teacher.

3. Inform the Head teacher and they will meet all individuals concerned either in a group or one to one. The incident is discussed and adherence to the schools Golden Charter is noted and in line with the school's Behaviour Policy a Think Sheet is completed and filed in the central behaviour folder. Parents are contacted and a meeting is called by the Head to discuss the incident(s). The Head teacher will inform parents that if any other incidents of bullying are seen or reported, internal and then external exclusions will follow.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

RRSA Article 29: You have the right to an education and use and develop your talents and abilities. It should also help you learn in a peacefully, protect the environment and respect others.

Contribution from Rights Rangers after reading the policy

- They felt that cyber bullying was particularly important to address, especially the older children as they have mobile phones etc. There should be a bug emphasis on teaching children about cyber bullying in class.
- They liked that the policy is linked to rights.
- A year 6 Rights Ranger felt that children may need to be reminded on a regular basis that they can talk to an adult when help is needed and it will be confidential.
- They think Worry Boxes should be in all classrooms 'I feel that I could open up how I feel more'
- They thought Anti-Bullying week is a great way of learning about this area.

REFERENCES AND LINKS

- <https://www.gov.uk/bullying-at-school>
- <https://www.harrowscb.co.uk/children-young-people/worried-about-bullying/>
- Safeguarding and Child protection policies
- Behaviour Policy
- E safety policy
- Equality and Diversity Policy
- Complaints Procedure
- Home School Agreement

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0300 0115 142
Children's Legal Centre Civil Legal Advice	0845 345 4345
KIDSCAPE Parents Helpline	Call: 020 7823 5430 WhatsApp: 07496 682785 Email: parentsupport@kidscape.org.uk
Parent line Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying UK	www.bullying.co.uk
Anti-Bullying Alliance	www.anti-bullyingalliance.org.uk
CEOP	https://www.thinkuknow.co.uk/

This policy was reviewed by the Governing Body in April 2021

This policy will be due for review in April 2023