

# Road Primary School



## Anti-Bullying Policy

Reviewed and agreed by Governors Dec 2020  
Next review Dec 2021  
To be reviewed annually

# ROADE PRIMARY SCHOOL

## ANTI-BULLYING POLICY

### Introduction

It is a government requirement that all schools have an anti-bullying policy.

DCSF guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or not spoken to). Bullying involves a deliberately harmful act that is repeated over time.

### Statement of Intent

The aim of this policy is to ensure that pupils learn in a supportive, caring, friendly and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone and bullying of any kind is unacceptable at our school. Roade Primary School will take a zero tolerance approach to bullying.

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. Only when all issues of bullying are addressed will pupils be able to fully benefit for the opportunities available at school.

This policy is promoted and implemented throughout the school and is part of our whole-school ethos, and should be read in conjunction with our Behaviour, SEN,

### Aims and objectives

- Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.
- This policy aims to produce a consistent school response to any bullying incidents that may occur.
- We aim to make our opposition to bullying clear to all, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.
- 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.

### What Is Bullying?

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Bullying is 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), verbal (name calling, racist remarks) or indirect (spreading rumours, excluding someone from social groups). Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities

Bullying can be targeted on different groups and individuals including ethnic minorities, religious groups, people with physical and learning difficulties, people with mental health needs or because of gender or sexual orientation.

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

### **Signs and Symptoms**

Children who are being bullied may show changes in behaviour. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from 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
- attempts or threatens suicide or runs away
- 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 hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings

- stops eating
- is frightened to say what is 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

**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 bullying behaviour or threats of bullying will be investigated - the Headteacher will interview all concerned and will record the incident, and the bullying will be stopped quickly
- an attempt will be made to help the bully (bullies) change their behaviour
- parents will be kept informed and may be asked to come in to a meeting to discuss the problem
- punitive measures will be used as appropriate and in consultation with all parties
- if necessary and appropriate, police will be consulted

**Pupils who have been bullied will be supported by:**

- offering an immediate opportunity to discuss the experience with the class teacher or member of staff
- reassuring the pupil (without making unrealistic promises)
- offering continuous support
- restoring self-esteem and confidence

**Pupils who have bullied will be helped by:**

- discussing what has 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

**The following disciplinary steps may be taken:**

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

## Prevention

- To help children to prevent bullying we use a range of strategies. Within the school curriculum we raise the awareness of the nature of bullying through inclusion in PSHCE, circle time, assemblies and subject areas. This may include writing stories or poems or drawing pictures about bullying, reading stories about bullying or having them read to a class or assembly, making up role-plays and having discussions about bullying and why it matters
- Each class has a 'worry box' through which children can confidentially share any worries or concerns
- Children are encouraged to share concerns directly with teachers
- We promote anti-bullying through our positive ethos and school values of 'care', 'share', 'listen', 'respect', 'calm' and 'work' (see behaviour policy).
- E-safety is promoted across the school and addressed through the ICT curriculum. Through discussion with the school leadership, governors and pupils, we have established an information evening for parents on the implications of cyber-bullying.
- We participate in the annual National Anti-Bullying Week campaign
- Embedding the school core values, particularly the value of empathy

Strategies for preventing bullying Anti-bullying awareness and prevention are promoted through key school documents, policies and practices including: the School Prospectus, the Home School Agreements which are signed up to by Pupils, Parents and Staff; the Child Protection Policy, Behaviour and Responsibilities Policy, Equalities Policy and Disabilities Policy. These documents underpin the Anti-Bullying Policy and are communicated in the public domain/school website.

### Extract from the behaviour policy

**This policy aims to ensure a positive and caring atmosphere in our school in which teaching and learning can take place in a safe and happy environment.**

*"Pupils have positive attitudes to learning and show excellent relationships and behaviour. Teachers have high expectations of what pupils can achieve and develop good working relationships in the classroom."*

*Road Primary School Ofsted 2015*

As a school we all take responsibility for developing our working environment and our relationships. Our ethos is vital for us and our school. We all work together regardless of role to support each other, to make the right choices and learn together. Behaviour is a choice and we all model the behaviour that we wish to see in others. The school actively promotes a positive behaviour choice and it is the responsibility of everyone involved to be the support, guide and role model for others to aspire to.

As adults in the school (staff, governors and parents) there is a greater expectation to model the behaviour we would like to see in our children.

Key to a successful positive behaviour policy is **ALL STAKEHOLDERS** playing their part. We all realise that for our school to be successful in all aspects we all need to play our part, parents, children, staff and governors. We strongly believe that we have a school to be proud of and that our positive ethos promotes excellent behaviour and creates proud, passionate young learners.



**Aims:**

**At Roade Primary School we aim:**

- To provide a happy, safe and caring place to learn
- To promote excellence, enabling all children to achieve their potential
- To provide our pupils with rich, diverse and enjoyable learning experiences
- To promote and foster self-esteem, motivation and a lifelong love of learning
- To encourage the children to become responsible citizens and to have respect for all
- To work in close partnership with parents, carers and the wider community for the benefit of our children

***Aim high and reach for the sky!***

**Values:**

At Roade Primary School we support our children to be:

- Resilient
- Optimistic
- Ambitious
- Dedicated
- Empathetic

**Ethos:**

'A supportive community developing confidence, independence and a love of learning.'

**Play your part:** We expect all members of the school community to:

- Respect others regardless of race, creed or gender
- Act considerately towards others
- Develop pride in themselves, their appearance, their work and their school
- Respect the rights of others and other people's property
- Respect each other as individuals but reject anti-social behaviour
- Take personal responsibility for their actions
- Listen to each other
- Help and care for one another
- Be honest, truthful and trustworthy

## Monitoring, evaluation and review

The school regularly seeks the views of stakeholders regarding the school's effectiveness in controlling bullying and acts accordingly to address any issues that may arise. We review this policy annually and assess its implementation and effectiveness.

### Useful Organisations:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice, or visit:

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

[www.teachernet.gov.uk](http://www.teachernet.gov.uk)

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

(established to challenge homophobia in education)

[www.stoptextbullying.com](http://www.stoptextbullying.com)

[www.healthyschools.gov.uk](http://www.healthyschools.gov.uk)

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

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

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

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

[www.childnet.com](http://www.childnet.com)

Example letter sent out in September 2018 E-safety

September 2018

Dear Parents / Carers

I am writing to remind you all of our joint responsibility to support our children with the use of technology and social media. Many of our children have access to social media sites and have their own technology that needs to be monitored at all times. It would be naive of us to think that our children are all using their technology safely on their own and our children have access to sites that are not age appropriate. The feedback that we are getting is that our children have access to many things that are inappropriate and our children are not safe and using language that we do not feel is right or proper.

As a school, we are concerned that our children interact with each other appropriately and with respect, both inside and outside of school hours. We take all reports of internet misuse seriously and investigate them. We will take action if our pupils/students are found to have used social media sites to bully other students, to contact or make comments about members of our school community or use foul and abusive language. Above all, our aims are to prevent misuse and online bullying.

All pupils and students are reminded in assemblies, for example, during Anti-Bullying Week or linked to our termly values. Our pupils are asked to stop and think before they post or share something on the internet – about the potential impact for others and for themselves of what they might write in haste or on the spur of the moment. It is in this spirit that I am writing to ask for **your help, as parents**, in tackling this issue.

Please impose rules around the use of mobile technologies that enable you to monitor what your child is posting and what their friends are posting. Please make sure that you know what's going on and are using the tech with them-as a role model and also as a checking mechanism to ensure that other users are being kind and thoughtful. Please ensure that technologies come with time scales where our children are not having screen time all the time! We do have children using sites that they are too young to use and we do have children making comments on line that we would not feel were appropriate and it is our responsibility to encourage positive use.



This diagram shows the age restrictions for social media sites. All of these sites should only be used by those much older than then pupils in primary school, however we know that some of our children are using WhatsApp without guidance and support. As you can see this is a site with a 16 age restriction! From the feedback we get from our students some of the young users of these sites are not being monitored by their parents and sometimes the language and silliness is inappropriate and unguided. Clearly these forms of social media are not safe for our young users. This week I was also told by a parent that some of our children are involved in inappropriate things being live streamed over you tube. We ask that all parents make sure that they know what their children are doing on their technology at all times. This issue really needs your careful support and parenting to ensure our children are safe. Looking at the diagram attached you can see that the guidance suggests an age restriction of 18 (independently) or 13 with an adult for you tube-way beyond the ages of any of the children at primary school.

We would like you to be aware of the following guidelines and take action, where necessary:

- Seriously consider telling your child that they are not allowed to use certain social networking sites.



- Whether you allow your child to use certain sites or not, have a conversation with them about appropriate use, including how the anonymous or instantaneous nature of online communication can change the way people behave. Monitor what is being posted by your child and others and report to school if things are not appropriate-we all need to play our part to police this and to guide our children.
- If you choose to allow your child to use certain sites, please show them how to use the privacy tab in settings to block anonymous posts, so that all comments are linked to the names of account holders. Users can also create a blacklist to block comments and posts from certain users. Please ensure that, where possible, your child adjusts privacy settings so that posts on social networking sites are only seen by those you chooses.
- Please supervise your child's activities online, especially on social networking sites. Although our children should not have access to certain sites-we know they do, so as a minimum, you should have their username/password for sites such as Twitter, Facebook, Instagram, and don't allow them to use the internet unguided and in another room from you. Children should have their tech/screen time limited and there should be digital curfews in place with tech being kept out of children's rooms at night.
- If your child experiences or witnesses online bullying, tell them not to respond. The best option is to take a print out or screen shot of the offending post and then delete the "app" and the account. Please report incidents of online bullying to us or encourage your child to do so. Reports can be made to any member of staff in school and will be followed up by the Senior Lead Team and the police will be involved if needed.
- Further advice on what to do in case of abuse can be found online with @NCCcybersafe on twitter – we often re-post Simon's brilliant advice and support for schools and parents.
- Whilst we are not always able to identify the authors of offensive comments or questions posted anonymously, the Police are able to do so and we will contact them about anonymous bullying internet activity which is directed at any pupil at our school. Any child from this school who is found to have posted offensive or abusive comments online will be dealt with seriously. We do not tolerate bullying by any means at this school.

With thanks in advance for your support and assistance in this important matter.

Yours sincerely,



Mark Currell