

Roseberry Primary School

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Anti-Bullying Policy

Approved by the Governing Body:	October 2016
Interim Review:	September 2020
Review Date:	September 2023
Head teacher:	Maggie Fearnley

Roseberry Primary School

Anti-Bullying Policy

At Roseberry Primary School we are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. 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 staff.

Our school is a place where every person has the right to be themselves, the right to be safe, the right to be listened to and the right to become the best that they can be. Everyone at our school is equal and are encouraged to respect the rights of others. (Article 12, 19, 29 UNCRC)

Aims and purpose of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

Links to other Policies

See attendance policy for details with regards improving attendance.

Exclusion policy

Anti-Bullying policy

Peer to Peer Abuse Policy and Procedure

Single Equality policy

Positive Handling policy

Online Safety Policy

1. Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The STOP acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone
- **Attacking property** – such as damaging, stealing or hiding someone's possessions
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- **Psychological** – such as deliberately excluding or ignoring people
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or other personal situation**
- **Related to another vulnerable group of people** – young carers/children in care/families receiving support from other services/the working poor

No form of bullying will be tolerated and all incidents will be taken seriously.

2. Reporting bullying

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher, or any other teacher
- Tell a friend or Rights Respecting School Council member who in turn can help them tell a teacher or staff member
- Tell any other adult staff in school – such as lunchtime supervisors, Teaching Assistants or the school office
- Tell an adult at home
- Report anonymously using eg the classroom worry box (this is helpful for pupils who may be subject to specific difficulties eg their sexuality or gender identity)

- Call ChildLine to speak with someone in confidence on 0800 1111

Reporting – roles and responsibilities

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors), have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

SENIOR STAFF: The Senior Leadership Team and the Head Teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. The Head Teacher is the Senior Leader responsible for anti-bullying.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff (01642 360520).

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

- Staff will record the bullying incident centrally on *CPOMs*.
- Designated school staff will monitor incident reporting forms and information recorded on *CPOMs*, analysing and evaluating the results
- The head teacher will report to the governing body about bullying incidents
- Staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.
- Child Spot in staff meetings will raise awareness of bullying incidents and school initiatives such as buddy systems and playground monitoring will support the child being bullied.
- Staff will pro-actively respond to the bully who may require support. They will discuss with the child's class teacher to devise a plan of action
- Staff will decide whether to inform parents or carers and where necessary involve them in any plans of action
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside of school and involve e.g. an incident where the law is broken, such as radicalisation or sexting.

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying

in particular means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

5. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMs and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language.

6. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- A child-friendly anti-bullying policy will be displayed in classrooms and in pupil planners to ensure all pupils understand and uphold the anti-bullying policy
- The PSHE activities offer opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying
- School assemblies help raise pupils' awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week, Online Safety week, World Book Day
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and pupils across the school
- Playground buddies and pupil-led programmes - Rights Respecting Champions, Enterprise Team, Debating Group offer support to all pupils, including those who may have been the target of bullying
- Pupils are supported in developing empathy and understanding re the impact of their actions or words on those who have been bullied
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups including the Rights Respecting Champions and the Digital Leaders and through the anti-bullying survey
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate including The Family Forum and the Community police

8. Training

The head teacher is responsible for ensuring that all school staff, both teaching and non-teaching (including midday supervisors) receive regular training on all aspects of the anti-bullying policy.

UNICEF- Rights respecting:

The UN Convention of the Rights of the Child sets out human rights of every person under 18 and applies to every child. It places the rights of the child at the heart of everything it does. Our school community ensures that rights are learned, taught, practised, respected, protected and promoted. There are 54 articles in the UNCRC, (for a copy of these please ask the Rights Respecting Steering Group Chair) the following articles specifically underpin this policy:

Article	Summary:
2	Non - Discrimination
3	Best interests of the child
6	Life, survival and development
12	Respect for the views of a child
13	Freedom of expression
14	Freedom of thought, belief and religion
15	Freedom of association
16	Right to privacy
19	Protection from violence, abuse and neglect
23	Children with a disability
28	Right to education
31	Leisure, play and culture
34	Sexual exploitation
36	Other forms of exploitation
37	Inhumane treatment and detention
41	Respect for higher national standards
42	Knowledge of rights

9. Monitoring and reviewing

The head teacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.

Anti-Bullying Policy for Children

We are a rights based community.
Our school is a place where every person has the right to be safe, to be listened to and to become the best that they can be. (Article 29, 12, 19 UNCRC)
It is a place where everyone can feel safe, happy and our right to an education is met.
(Article 28 UNCRC)
Our school is a bully free place.
We are a **telling** school.

We have a vision for what we want life to be like for us in school

We have the right to an education and we want it to be fun, exciting and different.
We want to leave Roseberry Primary School with happy memories of work, friends and teachers.
We have the right to become the best that we can be and we want to be ready for the challenges we may face in the future.
We want to be ourselves, to develop our own personalities, talents and abilities.
We want to achieve our goals and encourage others to do so as well.
We have the right to be healthy, we want to have a love of sport and be fit and healthy.
We have the right to relax and play, we want children to get along, to value each other and respect the rights of all children.
(Article 23, 28, 29, 31 UNCRC)

(Updated by the Rights Respecting School Council Members January 2017)

What is Bullying?

Bullying is when a person is hurtful or unkind to someone else, on purpose and more than once. Bullying can be done by one person or by a group of people and can be towards one person or a group of people. A useful way to remember bullying is

SEVERAL TIMES ON PURPOSE



- Hitting or saying you are going to hit someone
- Touching someone when they don't want you to
- Calling someone names, teasing, using rude language or saying nasty things about someone to them or other people
- Stealing or damaging someone else's belongings
- Ignoring someone on purpose or leaving them out
- Sending hurtful or unkind texts, emails or online messages to someone or about someone





- Race or ethnicity (racist bullying)
- Religion or belief
- Family and culture
- Sexist bullying, which is bullying someone because of their gender. For example, because they are a boy or a girl, or saying they are acting 'like a boy' or 'like a girl'
- Homophobic or biphobic bullying. This is saying unkind or nasty things because someone is lesbian, gay or bisexual, or because you think they are, or because they have two mums or two dads. It is also calling someone lesbian, gay or bisexual on purpose to be unkind or nasty to them, for example 'you're so gay!'
- Transphobic bullying. This is saying unkind things because someone is transgender, or because you think they are trans, or being nasty about trans people (someone who feels the gender they are given as a baby doesn't match the gender that they feel themselves to be).
- Special educational needs or disability
- What someone looks like
- Where someone lives



If someone is being hurtful or unkind to you several times on purpose, for whatever reason, whether it is about you or your family or friends, that is bullying. No one should be picked on for being different in anyway, for how they act, what they look like or who their family are.

Why does bullying happen?

Although bullying doesn't happen very much at this school it might happen. Bullies can be older or younger than you, bigger or smaller than you. Bullies pick on people who may be different in some way and try to make them feel worse about themselves. If you are being bullied remember that it is never your fault.

Where does bullying happen?



Bullying can happen at school, after school and online



What should I do if I think someone is being bullied?

Talk to the person and ask if they're ok and try to find out if they are being bullied. If they are, ask if you can help them talk to a teacher or an adult they trust.

What should I do if I'm being bullied?

If you are being bullied it is important to tell someone you trust. Tell an adult or friends, either at school or at home. If you have already told an adult about bullying you can still tell them again. You can:

- Tell a teacher – your class teacher or any other teacher
- Tell a friend or Rights Respecting Champion who will be able to help you
- Tell any other adult staff in school – such as lunchtime supervisors, Teaching Assistants or somebody in the school office
- Tell an adult at home
- You can also write a note about the bullying and post in the classroom worry box
- You can also call ChildLine at any time for free on 0800 1111. They will not tell anyone else about what you have said.

What should I do if I'm being bullied?

If you tell a teacher or an adult at school they will be able to help you. They may tell another teacher like your class teacher, or a parent or carer so that they can help you. Telling an adult will never make the bullying worse. They will talk to you and to the bully to find ways to stop the bullying.





ROSEBERRY PRIMARY SCHOOL

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Dear Parent/Carer,

As you are aware, our school takes the well-being of all pupils very seriously. I am pleased, therefore, to inform you of our anti-bullying policy.

Our school is a place where every person has the right to be themselves and to belong and learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness. Our school is a bully-free place.

Bullying of any nature or form is unacceptable and will not be tolerated at our school. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

The safety, welfare and well-being of all pupils and staff is a key priority. We actively promote values of respect and equality and work to ensure difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying by regularly monitoring, reviewing and assessing the impact of our preventative measures.

Summary of anti-bullying policy:

- Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be done by one person or by a group of people towards another person or a group of people, where the bully or bullies hold more power than those being bullied.
- Bullying can be **physical, verbal, psychological, cyber (online or via text) or involve damaging or stealing of property**
 - Bullying can be based on someone's race or ethnicity (racist bullying), religion or belief, culture or family background, gender (sexism), sexual orientation (homophobic or bi-phobic bullying), gender identity (transphobic bullying), special educational needs or disability, appearance or health condition, home or personal situation
- Derogatory or offensive language of any kind will not be tolerated
- All bullying and any prejudice-based incidents will be recorded in school and followed up by a member of staff who will offer support to those involved
- If you think your child is experiencing bullying you can contact school by email, telephone, or in person. Your child can also report bullying within the school to any member of staff or through the anonymous classroom worry box

Our full anti-bullying policy is available on our school website. If you have any questions about this policy, please contact school.

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Calling someone names, teasing, using rude language or saying nasty things about someone to them or to other people

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Sending hurtful or unkind texts, emails or online messages to someone or about someone



Bullying can be about:

- Race or ethnicity (racist bullying)
- Religion or belief
- Family and culture
- Special educational needs or disability
- What someone looks like
- Where someone lives

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What should I do if I'm being bullied?

If you tell a teacher or an adult at school they will be able to help you. They may tell another teacher like your class teacher, or a parent or carer so that they can help you.

Telling an adult will never make the bullying worse.

Teachers will talk to you and to the bully to find ways to stop the bullying.

If you are being bullied it is important to tell someone you trust.

Tell an adult or friends, either at school or at home.

If you have already told an adult about bullying you can still tell them again. You can:

Tell a teacher – your class teacher or any other teacher



Tell a friend or Rights Respecting School Council member, who will be able to help you

Tell any other adult staff in school – such as lunchtime supervisors, Teaching Assistants or somebody in the school office

Tell an adult at home

You can also write a note about the bullying and post in the classroom worry box

You can also call ChildLine at any time for free on 0800 1111. They will not tell anyone else about what you have said

Why does bullying happen?

Although bullying doesn't happen very much at this school it might happen.

Bullies can be older or younger than you, bigger or smaller than you. Bullies pick on people who may be different in some way and try to make them feel worse about themselves. If you are being bullied remember that it is never your fault.

What should I do if someone else is being bullied?

Talk to the person

Ask if they're ok

Try to find out if they are being bullied.

If they are, ask if you can help them talk to a teacher or an adult they trust.



Bullying can happen at school, after school and online

