ANTI-BULLYING POLICY FOR RIVER VIEW PRIMARY SCHOOL

Date of issue: September 2019

Review Date: September 2020
AIMS

The aim of this anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as 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, theft.)
- Attacking property (damaging, hiding or stealing possessions.)
- Verbal (name calling, racist remarks.)
- Indirect (spreading rumours, excluding someone from social groups.)
- Cyber (using text, email, email or other social media to say hurtful things to someone.)

Bullying can be based on the following things:

- Race.
- Religion or beliefs.
- Culture or class.
- Gender.
- Sexual orientation.
- Gender identity.
- SEN or disability.
- Appearance, health or medical conditions.
- Related to home or other personal situations.
- Related to another vulnerable group of people.

Pupils who are bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools’ teaching and support staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

IMPLEMENTATION

Instances of bullying can be reported in the following ways:

- reported to the child’s class teacher
• Reported to any other teacher or member of staff.
• Tell an adult at home.
• Report anonymously through tootoot.co.uk
• Call child line to speak to someone in confidence on 0800 1111

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 given to Mr Gauld our Headteacher.
• The incident will be recorded on SIMS behaviour.
• The Headteacher/Deputy Headteacher will interview all concerned if the situation persists.
• Parents will be kept informed.
• Punitive measures will be used as appropriate and in consultation with all parties concerned.
• Staff will assess whether other authorities (such as the police or local authorities) need to be involved, particularly when actions take place outside school.

**Derogatory language**

Derogatory or offensive language will not be tolerated. This type of language can take any of the forms listed in our definition of bullying. I will always be challenged by staff and reported to the head teacher. If necessary, this will be recorded on SIMS. Follow up action will be taken for pupils and staff found to be using any such language.

**Prejudice based incidents**

A prejudice based incident is a one-off incident of unkind or hurtful behavior that is motivated by prejudice and negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and can have a significant impact on those involved. **All** prejudice based incidents are taken seriously and recorded and monitored in school. The head teacher will regularly report 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.

Pupils who have been bullied will be supported by:

• Offering an immediate opportunity to discuss the experience with a class teacher or member of staff and school council if required
• Reassuring the pupil the matter will be investigated
• Offering continuous support
• Restoring self-esteem and confidence
Pupils who have bullied will be helped by:

- Discussing what happened and make pupil aware of the other pupil’s feelings
- Discovering why the pupil became involved
- Informing parents or guardians to help change the attitude of the pupil.
- Raise awareness of inappropriate behavior.

**School initiatives to prevent and tackle bullying**

- The anti-bullying policy itself.
- The SMSC/PSHE/SRE programmes of study.
- School assembles to raise awareness of bullying or derogatory language.
- Difference and diversity celebrated throughout the school through carefully chosen books/images/resources.
- Whole school events such as anti-bullying week.
- The school values of equality and respect are embedded across the curriculum.
- Stereotypes are challenged.
- Pupil lead programmes such as ‘pupil ambassadors, prefects’ offer support to all pupils.

**When dealing with bullying The following disciplinary steps can be taken:**

- Official warning to cease offending
- Bully removed from the playground to the calming area where he/she will be given the opportunity to discuss his/her behaviour with the designated member of staff.
- Detention
- Inform parents
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

 Within in 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.

**MONITORING, EVALUATION AND REVIEW**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout school.