

Ravenscroft Anti-bullying Policy



Policy approved	July 2019
Signed	
To be reviewed	July 2020

Ravenscroft Community Primary School

Anti-bullying Policy

1 Introduction

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally. 'Kidscape' suggests a range of behaviours that constitute bullying:

Physical: pushing, kicking, hitting, pinching, any forms of violence, threats.

Verbal: name-calling, sarcasm, spreading rumours, persistent teasing.

Emotional: tormenting, threatening ridicule, humiliation, exclusion from groups or activities.

Racist: racial taunts, graffiti, gestures

Sexual: unwanted physical contact, abusive comments.

Staff, parents and children at Ravenscroft work together to create a happy, caring and safe learning environment. Bullying is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

2 Aims and Objectives

- To provide a safe, caring environment for the whole school community, especially the children in our care
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and that it is right to tell.

- To heed parents and keep them informed of actions taken in response to a complaint.
- To investigate fully any report of bullying and keep detailed records of incidents, reports and complaints.
- To take appropriate action in accordance with our behaviour management policy.

3 The Role of Governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

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

4 The Role of the Headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

5 The Role of Staff

Strategies have been introduced at Ravenscroft to reduce bullying. These strategies cover raising awareness about bullying and the Anti-bullying policy, increased understanding for victims and teaching pupils

how to manage relationships in a constructive way.

Staff apply one or more of the strategies below, depending on the perceived seriousness of the situation. The emphasis is always upon showing a caring and listening approach.

- 1 Discuss the nature of the bullying with the 'victim' at length, recording all the facts
- 2 Identify the bully/bullies and any witnesses
- 3 Interview witnesses
- 4 Discuss the incident(s) with the alleged bully/ies. Confront them with the allegations and ask them to tell the truth about the situation/incident. Make it clear that this is only an investigation at this stage
- 5 If the bully owns up, make it understood that bullying is not acceptable at Ravenscroft and what effect it has on the victim and the rest of the school. Apply relevant sanctions
- 6 If the allegation is denied, investigate further. If there is sufficient evidence that bullying has occurred, apply relevant sanctions
- 7 Hold separate discussions with parents of bully and victim
- 8 Sanctions for the bully include:
 - Withdrawal from favoured activities
 - Loss of playtimes
 - Barred from school at lunchtime for a fixed period
 - Fixed period of exclusion from school

The severity of the sanction is decided after examination of the child's behaviour record.

- 9 Provide a Pastoral Support Programme for the victim with our Pastoral Lead, monitoring and observing at play and lunchtimes, and through discussion to make sure there is no repetition
- 10 Provide a Pastoral Support Programme for the bully. This can include a Behaviour Support Programme and opportunities in circle time for the child to discuss relationships, feelings and the effect

bullying can have on individuals. Our Pastoral Lead will support the child during this programme.

In order to reduce incidents of bullying and recognise bullies, at Ravenscroft all staff watch for early signs of distress in pupils. We listen, believe, and act.

Staff regularly attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

The School Council are there as a child's first contact point, if they feel they cannot tell an adult. There is a member from each Year 1 to Year 5 class and another four children from Year 6. These children also act as 'Playground Buddies' for Key Stage 1 children at playtimes. 'Bully Boxes' are placed in the Art area, into which children can put written notes if they fear reprisals should they speak openly about bullying.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

6 Bullying off the School Premises including Cyber Bullying

Ravenscroft is not directly responsible for bullying off the school premises; however, if both the victim and the bully are from Ravenscroft, action will be taken as if the incident has occurred within the school, and this includes informing parents.

7 Bullying directed towards Race, Gender, Sexual Orientation or Disability

Ravenscroft will not tolerate bullying against anyone because of their race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring. Stereotypical views are challenged and pupils learn to appreciate and view positively difference in others.

8 Racial Bullying/Harassment

Racial bullying will not be tolerated in Ravenscroft and will be treated severely. If a child receives verbal abuse, physical threats or attacks, or if a pupil writes racist insults, the strategies in the Race Equality section of our Equal Opportunities policy will be implemented. A full investigation will be carried out, recording incidents on the Schools Monitoring Form. Ravenscroft has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in PSHE and Citizenship lessons and in Religious Education lessons.

Racial incidents are reported to the Governing Body.

9 The Role of Parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

10 Monitoring and Review

This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is reviewed by the governors' annually to evaluate its effectiveness. They do this by examining the school's behaviour management records, and by discussion with the headteacher. Governors analyse information with regard to gender, sexual orientation, age and ethnic background of all children involved in bullying incidents.