



Ravenscroft Community Primary School Anti-Bullying Policy

December 2024

Ravenscroft Primary School

Anti-Bullying Policy

Ravenscroft Primary School recognises that bullying of anyone in our school community is an issue to be taken seriously. We recognise the damage it can cause to the education of the victim, the wellbeing of the victim, the perpetrator and the school as a whole. We are committed to working towards its complete eradication and to establish appropriate means of providing after care should an incident of bullying occur.

As a school we have created an ethos of good behaviour where pupils treat one another and the school staff with respect, because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest.

Our school's response to bullying does not start at the point at which a child has been bullied. Our school staff act proactively to gather any information about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects, or through assemblies.

We are committed to ensure our school acts proactively to ensure that we meet our duties under the Equality Act and challenge bullying of anyone due to their differences or perceived differences.

Definition of Bullying

Bullying is a deliberate action taken regularly and over a period of time, with the deliberate intention to hurt someone either physically or emotionally. It can happen in many places.

It can take many forms, but the three main types are physical (e.g. hitting, kicking or theft), verbal (e.g. name calling, racist remarks, gender remarks) or indirect (e.g. spreading rumours, excluding someone from social groups).

Single incidences of verbal or physical attack, and behaviour, which is hurtful but not intentional, should also be taken seriously and dealt with accordingly.

Bullying includes

- Emotional
 - being unfriendly
 - excluding
 - tormenting (e.g. hiding books, threatening gestures)
- Physical
 - Pushing

- Kicking
- Biting
- Hitting
- punching or
- any use of violence
- Racial
 - taunts
 - graffiti
 - gestures
- Sexual
 - unwanted physical contact
 - sexually abusive comments
- Homophobic and transphobic
 - focussing on the issue of sexuality
- Direct or indirect Verbal
 - name-calling
 - Threatening language
 - Sarcasm
 - spreading rumours
 - teasing
- Cyber bullying
 - All areas of the internet such as
 - email
 - internet chat
 - Twitter
 - Facebook misuse
- Mobile threats
 - text messaging and calls
- Misuse of associated technology
 - camera and video facilities, ipad, games consoles

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health conditions
- Home circumstances, incl young carers and poverty
- Sexual orientation, sexism, homophobia, transphobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school,

on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Preventing Bullying happening in our school

We foster a clear understanding that bullying, in any form, is not acceptable. We are proactive in our approach to preventing bullying by:

We regularly discuss our school's values and The Kirkby Child Values in the classroom, the playground and assemblies. Children are encouraged to show kindness and respect to each other, staff and the wider community.

We use the curriculum to develop children's understanding of bullying and its effects in the following ways:

- Through our RE teaching developing understanding, tolerance and acceptance of all, regardless of their religious beliefs.
- PSHE lessons encourage good behaviour and develop understanding and acceptance of cultural differences and diversity.
- Through use of our PSHE curriculum, in assembly and during lessons we develop empathy and emotional intelligence
- Anti-bullying focused week
- Half termly Online Safety Focus
- Safeguarding Curriculum, including talks and visitors (NSPCC, Bully Busters, Community Police)
- Regular praise of positive and supportive behaviour by all staff using verbal praise, stickers, certificates and class rewards.
- Trained playground leaders.
- Access for all learners to school Pastoral Support

Strategies have been introduced at Ravenscroft Primary 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.

- Discuss the nature of the bullying with the 'victim' at length, recording all the facts.
- Identify the bully/bullies and any witnesses.
- Interview witnesses
- 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.

- 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.
- If the allegation is denied, investigate further. If there is sufficient evidence that bullying has occurred, apply relevant sanctions.
- Hold separate discussions with parents of bully and victim.

Sanctions for the bully include:

- Withdrawal from favoured activities
- Loss of playtimes
- Exclusion 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.

- 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.
- 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 Primary School, 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. These children also act as 'Playground Buddies' for Key Stage 1 children at playtimes.

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.

Bullying off the School Premises including Cyber Bullying

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

Bullying directed towards Race, Gender, Sexual Orientation or Disability

Ravenscroft Primary School 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.

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 CPOMS. Ravenscroft Primary School 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.

The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. Any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body reviews the school policy regularly. The governors require the headteacher to report to the governors on request about the effectiveness of school anti bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the headteacher

It is the responsibility of the headteacher to implement the school anti-bullying policy 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.

The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this when appropriate.

The headteacher sets the school climate of mutual support and praise for success, making bullying less likely. A positive approach to all that we do, ensures that children feel they are important and belong to a friendly and welcoming school, so that bullying is far less likely to be part of their behaviour.

The role of the staff

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. Records are kept of serious incidents that happen in a file in the Headteachers office and are recorded on CPOMS.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. The Headteacher and Pastoral Support will always be informed and will introduce strategies for both the bully and the victim. The teacher or Pastoral Lead will inform the parents. The Pastoral Lead will also work with groups and whole classes to reinforce positive behaviour and self-image.

If teachers become aware of any bullying taking place between members of a class, the issue is dealt with immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time will be spent talking to the child who has bullied explaining why the action of the child was wrong, and endeavouring to help the child change their behaviour in future. The headteacher will be informed. The child's parents will be asked to come into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies.

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, through regular PSHE sessions, work with the Pastoral Lead and external visitors, Ravenscroft Primary School aims to prevent incidents of bullying.

The role of parents

Ravenscroft Primary School parents'/carers' role is to help the school to deal with bullying. They should:

- Discourage their children from using bullying behaviour at school, at home, online or elsewhere
- Take an active interest in their children's school life, especially with regard to friendships, playtime and the journey to and from school
- Watch out for signs that their children are being bullied, or are bullying others
- Contact the school at the first sign if they are worried that their children are being bullied or are bullying others.

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 as shown in our Home /School Agreement.

The role of the children

Ravenscroft Primary School children have come up with an Anti-Bullying Charter to help them to recognise and deal with any bullying issues.



Ravenscroft Primary School Anti-Bullying Charter



What is bullying?

We define bullying as:

"Bullying is a deliberate action taken regularly and over a period of time, with the deliberate intention to hurt someone either physically or emotionally. We know it can happen in many places and often where others can't see it happening."

Bullying is not...

A one-off fight, an argument with a friend, a spur of the moment threat or a spiteful comment.

Do

Do tell someone, either a teacher, adult or a friend.

Do try and tell the bully to stop.

Do use the Bird Box

Don't

Don't ignore it.

Don't copy the behaviour of a bully.

Don't do it back to them.

What can you do if you think you are being bullied or think that someone else is?

- Speak to a trusted adult at home or in school.
- Speak to a close friend/
- Post a message in the Bird Box.



Cyber Bullying

I only use devices or apps, sites or games if a trusted adult says so.

I tell a trusted adult if I'm upset, worried, scared or confused by something I've seen or heard online.

I know people online aren't always who they say they are.

I know that everything I do online can be shared and might stay online forever.

I don't keep secrets or do dares and challenges just because someone tells me I have to.

I don't answer emails or respond to messages from people who I don't know.

I always check before sharing personal information.

I make sure that I am kind and polite to everyone online and don't use inappropriate language.

I know that I can ask an adult in school if I need help or advice.

I know that if I hear or see anything online that makes me feel uncomfortable, I can report it.



Monitoring and review

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

This anti-bullying policy is the governors' responsibility and they review its effectiveness regularly.

This policy is to be used in conjunction with our:

- Child Protection Policy
- Behaviour Policy
- Positive Handling Policy
- PSHE Policy
- Equality Policy