

**RUSTINGTON
COMMUNITY
PRIMARY
SCHOOL**



ANTI-BULLYING POLICY

Signed Chair of Governors:

January 2017

Approved by Performance Committee 25.01.2017
Review due Autumn 2018

Anti-Bullying Policy

Bullying

Bullying is deliberately hurtful behaviour repeated over time, where it is difficult for those being bullied to defend themselves.

Bullying is something that happens more than once to the same person. Something that happens once may be mean and hurtful but it is not necessarily bullying. At RCPS bullying is not tolerated. Our major aim is to create a stable, happy and caring environment within which all pupils are able to develop self-confidence, self-respect, tolerance and respect for others.

We aim to prevent incidents of bullying by ensuring that from their very first day at school our children understand that mean and hurtful behaviour will not be condoned, accepted or ignored.

All children at RCPS have the right to join in any activity without being hindered by the behaviour of any other person.

Bullying

- ❖ May happen on occasions, in any school and at any time
- ❖ Affects everyone, not just the bully and the victim
- ❖ Is not an inevitable part of growing up and will not be tolerated at RCPS
- ❖ Will be addressed directly through a clear set of actions

The role of the school

- Have a zero tolerance towards bullying and harassment
- Highlight and encourage pro social behaviour
- Be constantly alert to bullying
- Ensure that there is adequate provision for children at break times
- Monitor and record incidents of bullying
- Ensure that the policy is updated regularly
- Ensure that there is adequate communication
- Ensure that, where necessary, staff professional development includes training in dealing with bullying and anti-social behaviour
- Ensure that parents are kept informed of anti-bullying arrangements through newsletters, meetings and presentations

Preventing Bullying

All teaching staff consider it their responsibility to identify and stop bullying whenever it occurs. Teaching staff work closely together, monitoring and passing on relevant information to the Deputy and Headteacher as appropriate. Parents are informed if and when their child is involved in bullying and information is logged at the discretion of senior leaders. Issues relating to bullying are included in the school curriculum and are reinforced during assemblies, circle time and PSHE.

At RCPS a peer mediation scheme is established through which volunteer mediators work with their peers to help resolve low level conflicts, address bullying, and prevent playground disputes. During the autumn term each year, there is a whole school focus linked with National Anti-bullying week. Children learn what bullying is and the consequences and unhappiness that can emanate from bullying, especially for the victim. Children are encouraged to consider what they feel should be done about bullying. The school employs a Pastoral support worker to work with children. She talks to children who have concerns, runs circle of friends groups and supports peer mediation.

Procedures for dealing with incidents of bullying

All cases of persistent bullying will need to be investigated and actions will need to be taken. The following stages will guide the course of action but vary according to each case.

1. **Gathering information:** The reasons for bullying will vary from case to case so there may well be a range of responses. Any member of staff who receives any information must find out how serious the incident is and pass the details to the class teacher. Witness accounts and any other useful information will be used to gain a comprehensible picture.
2. **Detailed discussion:** The aim will be for the bully to recognise and stop his/her behaviour. Similarly, we would seek to repair the damage caused to relationships, property or people and the aggressor must make amends, depending on the context. Class teachers will act as facilitators for this discussion.
3. **Involvement of parents:** This may occur at any stage but may involve the Deputy Head or Headteacher depending on circumstances. Securing agreement and support from home will be essential in helping all parties to restore a more healthy relationship. The school will support all parties through mentoring and by setting up home school link systems.
4. **Serious cases:** Where the case is judged to be serious (or where the bullying is repeated) the Headteacher will convene a meeting with relevant parties to consider sanctions. The Headteacher may contact external services, for example the Behaviour Support Team or an Educational Psychologist. All records of bullying are kept during the child's stay at the school.

The role of Midday Meal Supervisors (MMS)

Almost three-quarters of all bullying of children in primary school take place outside of the classroom on the playground and in areas used during break times. It is extremely important that all members of staff supervising these periods are observant for any signs of bullying or victims of bullying.

It is important that MMS act as role models when dealing with incidents of mean and hurtful behaviour or arguments on the playground. MMS encourage children to treat each other with kindness and respect and to share and involve each other in playground activities and games.

Procedures for Mid-day supervisors

1. Listen to the child who comes to you as the victim
2. Speak to all parties involved
3. Talk to anyone who witnessed the behaviour
4. Report to class teacher or to Deputy Headteacher as soon as possible

Parental involvement

As part of our school ethos we invite parents to report any problems/concerns regarding their child and bullying at school. We also hope that parents demonstrate positive support for the school's anti-bullying policy and model appropriate behaviour at all times within the school grounds. By parents and teachers working together the school can promote equalities, celebrate difference and challenge discrimination effectively.

Monitoring and review

This policy is monitored by the Headteacher who reports to governors **each term**.

Governors receive regular updates from the Headteacher through the Headteacher's report.

Information is analysed for patterns, in particular for racist bullying or bullying directed at children with disabilities or special educational needs.

Useful Websites

<http://www.bullying.co.uk/>
<http://www.kidscape.org.uk>
<http://www.childline.org.uk>