

# Russell Hall Primary School



## **Anti-Bullying Policy**

# Anti-Bullying Policy

## 1 Introduction

Following Anti-Bullying Week, the School Council looked at this policy and made any changes they felt were necessary. They also changed the wording to make it 'child-friendly' as this Policy should be clearly understood by the pupils of our school.

### 1.1 **Bullying is when someone is picking on another person over a period of time.**

Picking on someone can be saying unkind things to them, shouting at them, lying about them or changing their words to get them in to trouble. It could be when someone persuades another to do bad things by threatening them or taking things from them. It may be picking on someone because of something personal about that person, including the way that they look, behave, their beliefs, their home life or because they are unable to do something in particular. It might be hurting someone on the outside or on the inside. This might be done face-to-face, on paper, through texts or over the phone or internet.

## 2 Aims and objectives

2.1 Bullying is wrong and it hurts children. We therefore do all we can to stop it, by developing a school belief in which bullying is classed as against the rules.

2.2 We aim, for school to be a safe and secure place, where all can learn without feeling worried.

2.3 This policy aims for bullying to be dealt with in the same way each time it should happen.

2.4 We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the stopping of bullying in our school.

## 3 The role of governors

3.1 The Governing Body helps the head teacher in all attempts to get rid of bullying from our school. This policy makes it very clear that the Governing Body does not tolerate bullying in our school, and that any incidents of bullying that happen are taken very seriously and dealt with in the right way.

**3.2** The Governing Body looks at the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the head teacher 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.

**3.3** The Governing Body answers any request from a parent to investigate incidents of bullying within ten days . In all cases, the Governing Body tells the head teacher and asks him/her to begin an investigation into the case and to report back to a representative of the governing body.

#### **4 The role of the head teacher**

**4.1** It is the responsibility of the head teacher to put in place 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. Head teacher tells the Governing Body about the effectiveness of the anti-bullying policy on request.

**4.2** The head teacher makes sure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The head teacher draws the attention of children to this fact at suitable moments. For example, during Anti-Bullying week or e-Safety Week. The head teacher may use assembly to discuss unacceptable behaviour.

**4.3** The head teacher makes sure that all staff receive training to be able to deal with all incidents of bullying.

**4.4** When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. The head teacher tries to have this kind of school.

#### **5 The role of the teacher**

**5.1** Through the school's PSHCE curriculum, children are taught how to 'Say no to Bullying'. Teachers in our school take all forms of bullying seriously, and step in to stop incidents from taking place. They keep their own records of all incidents that happen and these are also passed to the head teacher too (where they are centrally stored).

**5.2** If teachers see an act of bullying, they do all they can to help the child who is being bullied. After speaking with the head teacher, the teacher tells the child's parents.

- 5.3** If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve support for the victim of the bullying and both children will need the time to talk about what has happened. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we aim to help the child change their behaviour in future. The child/ren may work with our Learning Mentor, Mrs Hargrave, who will decide the best way to work through the issues that children have. There may need to be a consequence for the bully. Where any incident of bullying is found to have happened, the head teacher and child's parents will be told. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions and/or work with the school Learning Mentor has not worked, the head teacher may seek support for pupils, families or school, from experts outside of school.
- 5.4** Teachers are trained to deal with incidents of bullying and behaviour management.
- 5.5** Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. Circle Time is used in each class to help children where needed. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

## **6 The role of parents**

- 6.1** Parents who are worried that their child might be being bullied, or who suspect that their child may be bullying another child, should tell their child's class teacher immediately.
- 6.2** 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. If an incident of bullying occurs parents will be issued with this policy and asked to ensure their child adheres to it. If necessary school may have to consider other agencies such as the police or social care.
- 6.3** Parents should read the school's 'IT, Acceptable User Policy' alongside their child, agree to it and sign it. School governors will not accept any form of cyber bullying.

## **7 The role of the child**

- 7.1** Children should listen carefully to the information that they are given through lessons, assemblies, Childline talks, the school's policy and from their teachers and parents.
- 7.2** If you think that you are being bullied or you think someone else is, then you should TELL a teacher or another trusted adult.
- 7.3** Behaviour is monitored on a day-to-day basis by the head teacher, who reports to governors about the effectiveness of the policy on request.
- 7.4** This anti-bullying policy is the governors' responsibility and they review its effectiveness every year. They do this through discussion with the head teacher. Governors look at information with regard to gender, age and ethnic background of all children involved in bullying incidents and the type of bullying that may have taken place, to see if there is anything further that school can do to prevent this type of bullying from taking place again.

See also: e-Safety policy  
Behaviour policy