

Introduction

At Rosley School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure environment.

Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to recognise occurrences of bullying, deal with any incidents quickly and effectively and work to prevent any further incidents.

Definition of Bullying

Bullying can be described as being '**a deliberate by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**'. It is an act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully and results in pain and distress to the victim. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.'

Forms of Bullying

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology i.e. camera & video facilities such as sending offensive or degrading images by phone or via the internet

Prevention

At Rosley, we recognise that bullying is always a possibility and so remain vigilant by:

- Working with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively providing systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council and Peer Mentors.
- Train all staff to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Responding to Bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too - that is why they bully:

- 1* Report incident in the first case to the class teacher or Headteacher.
- 2* Discussions at length with the victim. This will require patience and understanding. Remember - listen and act. Complete a written record of the incident.
- 3* Identify the bully/bullies. Obtain witnesses if possible. Advise the Headteacher
- 4* Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at this school.

1* If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts

2* Have separate discussions with parents of bully and victim

5* Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s)

6* Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition.

7* As the behaviour of the bully (hopefully) improves, then favoured activities etc can be reinstated, and the child should be praised for good behaviour. Continue to work with/monitor the victim and the bully to ensure there are no further occurrences.

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 are aware of the school policy, and know how to identify and 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 fact at suitable moments.

The headteacher ensures that all staff, including lunchtime staff, receive sufficient guidance to be equipped to identify and deal with all incidents of bullying.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. 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.

Role of Teachers and support staff

Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the school.

If teachers witness an act of bullying, they will either investigate it themselves or refer it to the headteacher.

Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents or carers.

In the Headteacher's office, there is an anti-bullying logbook in which staff record all incidents of bullying that occur both in and out of class. We also record incidents that occur near the school, or on the children's way between school and home.

Any adult who witnesses an act of bullying should be asked to record it in the logbook.

When any bullying has taken place between members of a class, the teacher will deal with the issue immediately as detailed above .

All members of staff routinely involved in reviewing this policy, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour.

Circle time is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

The role of parents and carers

Parents and carers 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. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school Prospectus.

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

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Our School Council is developing its own anti-bullying code.

Links with other policies

This Policy links with a number of other school policies, practices and action plans including Behaviour, Complaints, PSHCE and Single Equality.

Monitoring and Review

This policy is monitored on a regular basis informally by the Headteacher and staff. It is monitored and reviewed annually by the governors. It is also monitored annually by pupils during anti-bullying week.