



Rotherfield
Primary School

Anti-Bullying Policy

March 2024

Anti-Bullying Policy

This policy was reviewed by the Head of School on: 5th March 2024

This policy is awaiting ratification by the Children, Families and Community committee.

This policy will be reviewed annually by the Children, Families and Community committee.

Rationale

Rotherfield Primary School is committed to a policy of inclusion, equality and justice. We provide a warm, caring and safe place for all our children so that they can learn and play in a relaxed and secure environment.

We believe that bullying of any kind is totally **unacceptable** and will not be tolerated in our school. We take all incidents of bullying seriously. No one deserves to be a victim of bullying.

We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At Rotherfield Primary School, we acknowledge that bullying can and does happen from time to time and that bullying can happen to adults in the workplace. When bullying does occur, everyone should feel able to tell and know that incidents will be dealt with promptly and effectively in accordance with our school anti-bullying policy.

All children and young people have the right to be protected from physical, emotional and mental violence; a right enshrined in the United Nations Convention on the Rights of the Child.

Children also have the right to learn, live, travel and play in a safe environment where they can thrive and achieve their full potential.

Our Anti-Bullying policy should be read in conjunction with our school's Behaviour policy, Child Protection and Safeguarding policy, ESafety policy, Acceptable Use Policy and Remote Learning policy.

Aims

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a happy, safe, caring and stimulating environment. We continually reinforce the importance of 'Praise, no Put Downs', which is one of our behaviour expectations.

The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. All members of the school community have the responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

At Rotherfield we strive to ensure that:

- All children feel safe to learn, play and enjoy the company of others.
- All children have a right to learn free from intimidation and fear.
- All children are to be treated fairly, with respect and dignity.
- All adults to feel happy and safe in the workplace.
- Bullied pupils will be listened to.
- Reports will be taken seriously and thoroughly investigated.
- Children engaging in bullying behaviour will be supported to change their behaviour.
- Bullying and friendship issues are discussed at our pastoral team meetings, so we are constantly monitoring and evaluating any situations to ensure that incidents are dealt with swiftly and that pastoral support is in place for victims and perpetrators.

The school will set about doing this the following ways:

- The school will meet the legal requirements for all schools to have an anti-bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in the Children's Act 1989, the SEN and Disability Act 2001, the Government Green Paper 'Every Child Matters' 2003 (outcome 2) and The Children Act 2004. (See appendix 1 for more detailed legal framework).
- All governors, teaching and non-teaching staff, pupils and parents/carers will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff, pupils and parents/carers will know what the school policy is on bullying.
- Pupils and parents/carers will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, celebration assemblies etc.) and proactive teaching strategies (PSHE lessons, circle time) will be used throughout the school to reduce opportunities for bullying to occur.
- During remote learning sessions, chat rooms will be monitored to ensure that all comments are referencing work and that no comments are unkind.

What is bullying?

Bullying is behaviour by an individual or group, **repeated over time**, that intentionally hurts another individual or group, either physically or emotionally. Bullying behaviour will be repeated over a period of time and is difficult for the victim to defend against.

Bullying is a blight on the lives of our children which inhibits full participation in education and learning, cultural, social and leisure activities. Whatever the reason, bullying is never acceptable and will not be tolerated in Rotherfield Primary School.

Bullying can take many forms, but three main types are:

- **Physical** – hitting, kicking, spitting, demanding money or belongings, stealing.
- **Verbal** – name calling – including making racist, sexist, homophobic, transphobic or offensive remarks, teasing, spreading rumours.
- **Indirect** – being unfriendly or blanking, leaving someone out, teasing, threatening gestures, spreading gossip, damaging property.
- Cyberbullying - offensive or abusive emails, text messages; using social media to send rude messages or images.
- **Peer on peer abuse** - this can manifest itself in many ways, including cyberbullying (see above), physical abuse, sexual violence/sexual harassment, 'upskirting', 'sexting', or initiation/hazing type violence and rituals (www.hazingprevention.org). We understand the different gender issues that can be prevalent when dealing with peer-on-peer abuse.

What bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done **several times on purpose (STOP)**.

Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

Signs and Symptoms of bullying

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

- Is frightened of walking to or from school.
- Begins to miss school.
- Becomes withdrawn, anxious or lacking in confidence.
- Feels ill in the morning.
- Begins to underperform in school work.
- Has possessions go 'missing'.
- Asks for money or starts stealing money (to pay the bully).
- Is frightened to say what's wrong.

NB this is not a definitive list but suggests some of the signs and symptoms.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

We ask our parents and carers to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.

- Advising children to report any bullying to a member of staff, or to report it to them.
- Being supportive to their child and ensuring them that action will be taken.
- Working with the school if their own child is accused of bullying.

What can you do if you are being bullied?

We want everybody to feel confident to report bullying whenever and wherever it happens and get the help they need to feel safe again. If someone is bullying you, it is important to remember that it is not your fault and there are people that can help you. Tell someone you trust, giving them as many facts as you can (Who? Where? What? Why? When? How?) All pupils know that if they are experiencing bullying, they should tell their teacher in the first instance. Should a pupil not feel confident in doing this our pastoral leads are available to speak to pupils or they may choose to use the school council representatives.

What can you do if you see someone else being bullied (the role of the bystander)?

Ignoring bullying is unfair to the victim. Staying silent means that the bully has won, and it gives them more power. There are ways you can help without putting yourself in danger, for example tell a member of staff as soon as possible or ask someone you trust about what to do.

Procedures for reporting and dealing with bullying incidents.

At Rotherfield Primary School all staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. The following step by step procedures will be followed in all cases:

- Initially, staff will listen and speak to all children involved about the incident, separately.
- Parents/carers of all parties will also be informed of this.
- Appropriate action will be taken quickly to end the bullying behaviour.
- Appropriate advice will be given to help the victim.
- Staff will reinforce to the bully/ies that their behaviour is unacceptable and consequences will be used, in line with the school Behaviour Policy. The bully/ies will be asked to genuinely apologise for what they have done.
- Work will be done with the bully/ies (for example with the pastoral leads or in circle times) to help him/her/them understand and change his/her/their behaviour including investigating the underlying reasons as to why they are bullying.
- In serious cases e.g. when threatening behaviour is involved, parents will be informed and invited into the school to discuss the problem. This meeting will be with the class teacher and/or the phase Assistant Head present. (Anti-bullying: A guide for mothers, fathers and carers of pupils in Islington schools is available for parents).
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Should the bullying continue, the school will put in place an escalation policy. This will be reviewed fortnightly at Pastoral Team meetings. Ultimately, this could result in the Head of School making the decision to exclude the child.

The parents then have the right to appeal to the Governing Body and the LEA.

- All incidents of bullying will be recorded on CPOMs, from the moment it is first reported. Staff members who are dealing with these incidents will log every interaction with pupils, staff and parents; staff must ensure that they record the thoughts and wishes of the child, both victim and perpetrator.

Strategies in school for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. These include:

- Each class agreeing and understanding the behaviour expectations, as set out in our Behaviour Policy
- Making national Anti-Bullying Week a high-profile event each year.
- Raising awareness through assemblies, work in PSHE/SEAL lessons and circle time discussions:

<https://primarysite-prod-sorted.s3.amazonaws.com/rotherfield-primary-school-redesign/UploadedDocument/d77b2299d0924b23a2fe34ebbf0dde7/pshce-progression-map.pdf>

- Setting up circle of friends' support network to support individuals experiencing difficulties.
- Using drama and role-play activities to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Introducing playground improvements and initiatives, e.g. peer buddies during lunchtime.
- All staff on duty, alongside the pastoral support team, support children in their play and are on hand to deal with any incidents; they are vigilant when monitoring play and children's interactions.
- Training year 5 & 6 pupils to be Peer Mediators
- Using praise and rewards to reinforce good behaviour.
- Involving parents and the wider community.
- Multi agency work – working with LBI services, Children's Social Care, police etc.
- Staff have an awareness that mental health problems can in some cases arise when children have been bullied.
- To support the wellbeing and mental health of all children, each class has 2 daily sessions of wellbeing activities a day, including yoga, mindfulness.
- Pastoral staff and members of SLT have been trained in Mental Health First Aid and the staff team has regular CAMHS training and Trauma-Enforced training, which helps us decide which support is best for children who are experiencing mental health difficulties due to bullying, or other reasons.
- Staff are not expected to make a diagnosis of a mental health problem. Staff however, are well placed to observe children day-to-day and identify those whose behaviour suggests that they may be experiencing a mental health problem or be at risk of developing one and work with external agencies, e.g. CAMHS.
- If staff have a mental health concern about a child that is also a safeguarding concern, the DSL should be notified immediately and it should be recorded on CPOMs. Supporting children with mental health concerns is also discussed in fortnightly Pastoral Team meetings.

- Teachers talk to children about issues of difference and equality in lessons in class, also through dedicated events and through assemblies. The Rotherfield Primary School is part of the Future zone network of schools and all FZ schools are involved in the Conolly Project, that is exploring diversity in the curriculum.

Appendix 1

Preventing and Tackling Bullying

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

Advice for Headteachers and School Staff on Cyberbullying

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/374850/Cyberbullying_Advice_for_Headteachers_and_School_Staff_121114.pdf

Advice for parents on Cyberbullying

https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/444865/Advice_for_parents_on_cyberbullying.pdf

Appendix 2

<https://www.unicef.org/child-rights-convention>

Appendix 3

The Anti-Bullying Co-ordinator London
Borough of Islington 0207 57 5778

Name of Organisation	Telephone Number	Website
Act Against Bullying	0845 203 2560	www.actionagainstabullying.com
Advisory Centre for Education (ACE)	0207 704 3370	www.ace-ed.org.uk
Anti Bully	Not available	www.antibully.org
Anti-Bullying Alliance (ABA)	0207 843 1901	www.ncb.org.uk/aba
Anti-Bullying Network	0131 651 6103	www.antibullying.net
Beatbullying	0845 338 5060	www.beatbullying.org.uk
Bully Free Zone	01204 454 958	www.bullyfreezone.co.uk
Bullying Online	0207 378 1446	www.bullying.co.uk
Kidscape	020 7730 3300	https://www.kidscape.org.uk/