

Roseberry Primary and Nursery School

Anti-Bullying Policy



At Roseberry Primary and Nursery School, we believe that all pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

Headteacher: Mrs E. Dunn
Chair of Governors: Mr J. Anderson

Date: December 2021
Date for Review: December 2023

Overview

Roseberry Primary and Nursery School offers a happy, open and inclusive environment where all children are valued. The development of maturity and self-esteem is important as we believe that self-confident, valued and happy children learn best. For children to achieve their highest potential, they need to feel safe and secure.

What is bullying?

We acknowledge that both friendship problems and bullying behaviour can be upsetting and unpleasant but it is important to distinguish between the two, as the responses to friendship problems will be different to the strategies used to address bullying behaviour.

Friendship problems may be an occasional incident where both children disagree and find it difficult to resolve the disagreement without adult intervention. It is unlikely to be repeated behaviour and may even be accidental, where both children make an effort to resolve the problem. However, we recognise that repeated friendship problems can sometimes lead to bullying behaviour.

Bullying can be defined as *"behaviour by an individual or group, repeated over time that intentionally hurts another individual either physically or emotionally."* (DfE 'Preventing and Tackling Bullying,' July 2017)

Bullying can include name calling, taunting, mocking, making offensive comments, kicking, hitting, pushing, taking belongings, gossiping, excluding people from groups and spreading hurtful or untruthful rumours.

This includes the same unacceptable behaviours expressed online, sometimes called online or cyber-bullying. This can include sending offensive, upsetting and inappropriate messages by phone, text, through gaming websites, social media sites or sending offensive or degrading photos or videos.

Bullying is recognised by our school as being a form of peer on peer abuse.

Types of bullying covered by this policy

Bullying can happen to anyone. Types of bullying include physical, emotional, sexual and cyber-bullying.

It can be prejudicial (against people/pupils with protected characteristics)

- related to race, religions, faith and belief and for those without faith
- related to ethnicity, nationality or culture
- related to special educational needs or disability
- related to sexual orientation
- gender-based bullying including transphobic bullying

Signs of bullying

The behaviour of children and young people is not always easily understood. Changes in behaviour may have many causes. Being bullied can be a reason why a child or young person's behaviour changes.

Parents and teachers need to be able to recognise the signs which may indicate that a child is being bullied. These may include:

- cuts, bruises, aches and pains that are not adequately explained
- not wanting to go out to play
- significant behaviour changes
- clothes or possessions are damaged or lost
- child requests extra money or starts stealing
- the child suffers from phantom or real illnesses
- the child refuses or is reluctant to come to school
- the child clings to or hangs around with the bully
- the child may be tearful
- absences from school
- attention-seeking behaviour
- running away
- bullying others
- child requests a change of class or school
- reluctance to join extra-curricular activities
- child may be withdrawn, moody, aggressive, uncooperative or non-communicative.

Some victims of bullying may not appear to have any outward signs. These signs can also be an indication of other problems and may not always be linked to bullying.

What can children do if they are being bullied?

Staff will discuss bullying with children as incidents occur and during our termly anti-bullying events. All members of staff will reinforce the following strategies.

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are – it is good to be an individual.
- Try not to show that you are upset. It is hard but a bully thrives on your fear.
- Stay with a group of friends or other people. There is always safety in numbers.
- Be assertive. Walk away confidently. Go straight to your teacher or another member of staff.
- It is best to tell an adult straight away. You will be given immediate support.
- Staff will always take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

What should you do if you know someone is being bullied?

Children should be encouraged to take sensible action if they know someone is being bullied in our school. Watching and doing nothing can look as if you are on the side of the bully. It can make the victim feel unhappier and isolated. You should not join in with the actions of the bully.

You should tell an adult immediately. Teachers will deal with the situation without you getting into trouble. You can speak to any member of staff in school and they will support you.

What is the role of staff?

The following is a list of actions available to staff depending on the situation that arises. The emphasis is always on a caring, listening approach as bullies can sometimes be victims too – and this can be why they bully others.

If bullying is suspected we will:

- talk to the suspected victim and any witnesses.
- Encourage the children to take part in restorative conversations to explore the reasons behind their behaviour and understand the impact it has had on others.
- Identify the suspected bully and talk about what has happened to understand the reasons behind the situation. Make it clear that bullying is not tolerated at Roseberry Primary.
- In line with the restorative approach outlined in our Behaviour and Positive Relationships policy, the pupils can suggest and agree consequences for bullying behaviour, in agreement with staff, as well as finding ways to repair the harm inflicted on others.
- Incidents of bullying behaviour to be recorded on CPOMS.
- If the suspected bully does not own up, investigate further. If it is clear they are not being truthful, continue with the procedures.
- Continue monitoring the situation to ensure there is no repetition. Record any follow-up findings on CPOMS.
- Meetings with parents may be arranged to discuss the incidents of bullying.
- Concerns should be reported to the DSL if bullying is suspected.

Pathways of involvement

Headteacher will be informed at each step of the situation. School will maintain close contact with parents of children involved at each stage.

Step 1 > Class teacher informed and undertakes investigation.

Step 2 > Inform parents of children involved

Step 3 > Key stage lead will become involved if problem persists.

Step 4 > Headteacher will become involved if problem persists further.

Step 5 > Headteacher and Chair of Governors may seek advice from appropriate external agencies including the Behaviour and Inclusion Team.

Role of parents

Parents have an important part to play in our anti-bullying approach. We ask parents to:

- look out for unusual behaviour in your children including the signs of bullying mentioned earlier in this policy
- always take an active role in your child's education. Enquire about how their day has gone, who they have spent their time with, what they did at playtime, what did they learn about etc.
- be clear about the difference between friendship problems and bullying and discuss this with your child

- If you feel that your child might be a victim of bullying behaviour, inform school immediately. You can speak to your child's class teacher, the deputy head (Miss Dodds) or the headteacher (Mrs Dunn). Your comments will always be taken seriously and appropriate action will be taken.

The Role of the Headteacher

It is the responsibility of the headteacher to implement the school anti-bullying policy and to ensure that all members of staff are aware of the policy and know how to deal with incidents of bullying. The headteacher reports to the Governing Body about the effectiveness of the policy.

The headteacher should ensure that all children know that bullying is wrong and that it is unacceptable behaviour in school.

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, welcoming and supportive school, bullying is far less likely to be part of their behaviour.

The Role of the Governors

The Governing Body support the headteacher in all attempts to eradicate bullying from our school. This policy statement makes it clear that the governing body does not allow bullying to take place in our school and that any incidents of bullying that do occur are taken very seriously and are dealt with swiftly and appropriately.

The Governing Body monitors the incidents of bullying that occur and reviews the effectiveness of the policy regularly. The governors require the headteacher to keep records of bullying incidents and report to governors on request about the effectiveness of the anti-bullying strategies.

Strategies for preventing bullying behaviour

Issues surrounding friendships and bullying are taught through our PSHE curriculum. Children are taught to explore the ups and downs of friendships and how to deal with conflicts and come up with resolutions.

Assemblies and discussion time in class are used to discuss bullying and to raise children's awareness of what bullying looks like and how they can respond.

School Council will provide a forum for children to discuss any bullying issues and for children to decide ways of preventing it and supporting anyone who is bullied.

Participation in Anti-Bullying Days every term where aspects of bullying behaviour are explored and actions to be taken can be discussed together.

Links with other policies

Behaviour and Positive Relationships Policy
Safeguarding Policy
Equality Policy

PSHE Policy

Where to get further help or advice

- [Anti-Bullying Alliance](#)
- [Bullying UK](#)
- [Childline](#)
- [The Diana Award](#)
- [Internet Matters](#)
- [Kidscape](#)
- [The UK Safer Internet Centre](#)