



Rockwell Green Church of England Primary School

Anti-Bullying Policy

Status:	NON-STATUTORY
Responsible person:	HEADTEACHER
Responsible Governor:	Chair of Governors
Approved by the Governing Body:	January 2025
Review Period:	Annually
Review Date:	January 2026

This policy is set in the context of our school vision statement, our Church of England status. It forms part of our overall strategy for safeguarding children and should be considered alongside our Child Protection and Safeguarding Policy and our Behaviours for Learning policy.

We believe that good behaviour and self-discipline are fundamental in creating the right atmosphere for learning to take place. It is expected that staff will keep a positive atmosphere within their classroom and will praise and give rewards in order to maintain good behaviours for learning. Staff should lead by example when talking with children and encourage politeness and respect at all times. We aim to develop values of respect, tolerance, self-control and a sense of responsibility. These values will be promoted through our school values and Collective Worship to support personal development.

What is bullying?

In partnership with the NSPCC our definition of bullying is:

Several Times On Purpose (STOP)

Bullying is behaviour that hurts someone else – such as name calling, hitting, pushing, spreading rumours, threatening or undermining someone. It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves. We believe that there are a number of types of bullying:

Emotional: excluding from a group, tormenting, ridiculing, humiliating

Physical: hitting, punching, pinching, kicking or taking someone's belongings.

Verbal: name-calling, insulting, indirect bullying, through spreading stories about someone, threats, making fun of someone.

Racist: racial taunts, gestures, making fun of someone's culture or religion

Sexual: unwanted physical contact, sexually abusive, homophobic or sexist comments

Cyber: setting up hate websites, offensive emails and text, inappropriate use of social media; including computers, tablets and mobile phones

Bullying is not:

It is important to understand that bullying is not the odd occasion falling out with friends, name calling, arguments, or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns. We all have to learn how to deal with these situations and develop social skills to repair relationships.

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Signs of bullying may present themselves in a wide variety of ways.

Any significant changes to behaviour could indicate a cause for concern.

Preventing, identifying and responding to bullying

As a school we have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. School values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest. We openly discuss differences between people as they arise, which could motivate bullying, such as religion, ethnicity, disability, gender, sexuality and also children with different family situations. We strive for a 'no outsiders', inclusive school community where we encourage children to not be bystanders to behaviour which does not adhere to our values. It is everyone's responsibility to promote positive behaviour and uphold the values of our school. Pupils are encouraged to be aware not only of their own needs but also those of others. We aim to develop the British values of: **mutual respect, democracy, tolerance of other faiths, individual liberty and the rule of law** through our school values.

Our school's response to bullying does not start at the point at which a child has been bullied. Our school staff act proactively to gather any information about issues between pupils which might provoke conflict and record this using the Child Protection Online Management System (CPOMS), and develop strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects, or through assemblies.

How can we prevent bullying?

We aim to foster a clear understanding that bullying, in any form, is not acceptable. This can be done by:

- ensure all staff are aware of and follow the school behaviours for learning policy;
- create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all;
- actively provide opportunities (through the school values, RSHE curriculum, the zones of regulation, ELSA and worry monsters) to develop pupils' social and emotional skills, including their resilience;
- provide an 'open door' approach for pupils, staff and parents/carers to access support and report concerns;
- challenge practice which does not uphold the school's values for example, tolerance, non-discrimination and respect towards others;
- regularly update and evaluate our approaches to take into account the developments of technology, and provide up-to-date advice and education to all members of the community regarding positive online behaviour;
 - train all staff to identify all forms of bullying and to follow the school policy and procedures (including recording and reporting incidents);

- proactively gather and record concerns and information about bullying incidents and issues using the Child Protection Online Management System (CPOMS) and then putting plans into place for specific pupils if needed
- work with other agencies and the wider school community to prevent and tackle concerns;
- celebrate success and achievements to promote and build a positive school ethos.

Involvement of pupils

We will:

- regularly gather the children's views on the extent and nature of bullying;
- ensure that all pupils know how to express worries and anxieties about bullying;
- ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying;
- involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum (appropriate to their age);
- offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Our school will respond promptly and effectively to reported incidents of bullying

PROCEDURES IN SCHOOL FOR REPORTING BULLYING

PATHWAYS OF HELP

Staff will intervene immediately when bullying is reported;

- Staff will investigate – listen to all parties and witnesses;
- The incident will be recorded and given to the head teacher or deputy head teacher, who will interview the children concerned;
- The child being bullied will be made aware that the incident will be dealt with;



Parents/carers of the child/children doing the bullying will be asked to attend a meeting to discuss their child's behaviour;

Parents/carers of the child being bullied will be informed and kept up to date with developments within school;



A suitable sanction will be implemented for the child doing the bullying in order to modify or change the behaviour;



Pupils who have been bullied may be supported by:

- ELSA
- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice;
- Reassuring the pupil and providing continuous support;
- Helped to develop strategies to prevent re-occurrence;
- Restoring self-esteem and confidence.

Pupils who have bullied may be helped by:

- ELSA
- Discussing what happened and establishing the concern, developing an understanding of the impact of their actions on the victim, and helping them understand that what they have done is wrong and that they need to change their behaviour;
- Informing parents/carers to help change the attitude and behaviour of the child;
- Providing appropriate education and support;
- Sanctioning in line with school behaviours for learning policy, for example, removal of the bully from the playground or classroom, time out in another class or with a senior teacher, or exclusion from playtime or lunchtime.



Staff will monitor the behaviour of both "bully" and "victim", and all staff will be alerted to watch out for further occurrence.

Support Agencies

There are many agencies available to provide help and support to parents and children. A sample of these is provided here.

Note the information provided below is correct at the time of reviewing the policy (January 2025)

Anti-bullying Alliance - the alliance brings together over 130 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

www.anti-bullyingalliance.org.uk

Childline – advice and stories from children who have survived bullying

www.childline.org.uk

08000 1111

Family Lives

<https://www.familylives.org.uk/advice/bullying/bullying-at-school>