Rise Park Academies

Anti-Bullying Policy

For: Rise Park Infant and Junior Schools

Date of Issue: March 2022

Date of Review: March 2024

Responsible Staff: K. Palmer

Status: Approved by the Local Committee

Rise Park Infant and Junior School are committed to providing a caring, friendly and safe environment for all of our children so that they can learn in a relaxed and secure atmosphere. We are committed to developing an anti- bullying culture whereby no bullying, including bullying between adults and children, will be tolerated.

This policy outlines what Rise Park Infant and Junior School will do to prevent and tackle bullying.

We will:

- Monitor and review our anti – bullying policy and practice on a regular basis, ensuring that all governors and staff know what the school policy is regarding bullying, and follow it should an incident of bullying be reported.
- Support all staff to promote positive relationships to prevent bullying, and identify and tackle any bullying behaviour appropriately and promptly
- Ensure that all pupils know what the school policy is on bullying, and what they should do if bullying arises
- Reassure parents/carers and pupils that they will be supported if bullying is reported. As a school we take bullying very seriously
- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn will work with school to uphold the anti -bullying policy
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively, so that they feel safe to learn
- Support all pupils through encouraging them to develop positive social skills and attitudes by learning how to relate to and respect each other.

Definition of bullying

Bullying is 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally' (DfE "Preventing and Tackling Bullying", October 2014) Bullying can take many forms and is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to SEND (Special Educational Needs or Disabilities)
- Bullying related to appearance or physical/ mental health conditions
- Bullying related to sexual orientation
- Bullying of young carers, children in care or otherwise related to home circumstances

- Bullying via technology – for instance, cyber – bullying via text message or the Internet.

Bullying can include: name calling, taunting, mocking, making offensive comments and/ or gestures, kicking, hitting, taking belongings, gossiping, excluding people from groups, and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyber bullying) such as sending inappropriate messages by phone, text, through websites and social media and apps, and sending offensive or degrading images by mobile phone or via the Internet.

Preventing, identifying and responding to bullying

In both schools 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. 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.

Our schools' response to bullying does not start at the point at which the child has been bullied. Our school staff act proactively to gather any information about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons or through assemblies.

Strategies to help prevent the occurrence of bullying behaviour

At Rise Park Infant and Junior School we will:

- Ensure staff are aware of and follow the school behaviour 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 PSHE and RSHE activities) 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 schools' values, for example intolerance, discrimination and lack of respect towards others
- Consider all opportunities for addressing bullying in all forms across the curriculum (stories, drama and role play) including a range of additional approaches such as through displays, assemblies, events and the school council.

- Regularly update and evaluate our approaches to take into account the developments of technology, and to provide up to date advice and education to all the 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
- 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 children's views on any concerns regarding bullying within the school
- 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.

Liaison with parents/carers

We will:

- Make sure that key information about bullying (including named points of contact if parents are worried) is available to parents/ carers e.g. on the school website
- Ensure parents are aware of our Complaints Procedure and how to use it effectively
- Ensure parents work with the school to role model positive behaviour for pupils

Links with other school policies and practices

This policy links with a number of other school policies and practices including:

- Complaints Policy
- Behaviour Policy
- Safeguarding and Child Protection policies
- Whistleblowing Policy

- E-Safety (Online Safety)
- Curriculum Policies such as PSHE and Computing
- Staff Code of Conduct
- Equalities Policy
- Communications Policy

Responsibilities

It is the responsibility of:

- School Leaders and Governors to take a lead role in monitoring and reviewing this policy
- Governors and all school staff to be aware of this policy and implement it accordingly
- The Executive Head Teacher and Heads of School to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably
- Staff to uphold the aims of the policy
- Parents/ carers to support their children and work in partnership with the school
- Pupils to understand and follow the policy.

Procedure for all staff dealing with incidents

When bullying is suspected or reported:

- Staff will intervene immediately
- Staff will investigate – listen to all parties and witnesses
- The incident will be recorded and communicated to the Head of School who will talk to the children concerned
- Parents/carers of the child involved in the bullying will be informed and will meet with an appropriate member of staff
- A suitable sanction will be administered to the child doing the bullying in order to modify or change their behaviour
- Staff will monitor the behaviour of all pupils involved and all staff will be alerted to watch out for further occurrence

Adults who have been bullied will be helped by:

- Discussing what happens with a senior member of staff and establishing the concern
- Clarifying the schools official procedures for complaints or concerns

- If online, requesting content be removed and or/ reporting the account
- Senior leaders instigating disciplinary action, if appropriate

Monitoring and Review

This policy will be monitored and reviewed by Governors every two years.

The Heads of Schools will report on a regular basis to the Executive Headteacher and the Local Committee regarding incidents of bullying and outcomes.

The school will ensure that the policy is consistently applied and that any issues identified will be incorporated into the school's action planning.

Safeguarding and Child Protection

All bullying incidents that may have a safeguarding implication are referred to the DSL in line with the Child Protection Policy, also available on the school websites.

Further Support

Further support in dealing with bullying can be found in the following place:

www.nationalbullyinghelpline.co.ukwww.youngminds.org.uk/find-help/feelings-and-symptoms/bullying/

www.youngminds.org.uk/find-help/feelings-and-symptoms/bullying/

www.bullying.co.uk/

www.nspcc.org.uk/what-is-child-abuse/types-of-abuse/bullying-and-cyberbullying/

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May 2022