

## RACHEL MADOCKS SCHOOL

### Anti-Bullying Policy

<b>Statutory Policy</b>	Yes
<b>Review frequency</b>	2 years
<b>Reviewed By</b>	Behaviour Manager
<b>Approved by</b>	Governors Resources Committee
<b>Date</b>	22 <sup>nd</sup> January 2018

#### **RATIONALE**

The school community is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment.

By law, all state schools must have a behaviour policy in place that includes measures to prevent all forms of bullying among pupils. All schools must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school.

#### **MISSION STATEMENT**

We actively promote positive interpersonal relations between **all** members of the school community.

We truly believe that everyone at Rachel Madocks should be "Valued for being me".

#### **PRINCIPLES**

- Pupils have the right to learn free from intimidation and fear.
- The needs of the victim are paramount.
- Our school will not tolerate bullying behaviour.
- Bullied pupils will be listened to.
- Reported incidents will be taken seriously and thoroughly investigated.

## **DEFINITION OF BULLYING**

Bullying is an act of aggression, causing embarrassment, pain or discomfort to someone. It can take a number of forms; physical, verbal, making gestures, extortion and exclusion. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be perpetrated by individuals or by groups of pupils. It is deliberately hurtful behaviour, repeated over a period of time, where it is difficult for the bullied person to defend themselves.

## **FORMS OF BULLYING**

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt or humiliate another person.

## **LINKS WITH OTHER SCHOOL POLICIES**

Child protection, safeguarding, staff code of conduct, positive behaviour management policy, restrictive physical intervention policy, social media policy, wellbeing policy, whistle blowing, our vision statement, school rules and home school agreements.

## **PARTICIPATION & CONSULTATION**

- All staff must be alert to the signs of bullying and act promptly and firmly against it.
- Awareness raising programmes within our Personal, Social and Health Development (PSHD) programme, specific initiatives e.g. Anti-Bullying Week, National Society for the Prevention of Cruelty to Children (NSPCC) presentations and in school assemblies.
- Survey/questionnaires distributed to pupils, parents and whole school staff annually.

- Obtaining the views of elected student representatives e.g. school council.
- Seeking the views of parents at parent evenings and in annual questionnaires.
- Monitoring evaluation and review.

## **RESPONSIBILITIES OF ALL STAKEHOLDERS**

### **The Responsibilities of Staff**

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Deal with pupils, colleagues and all stakeholders politely and respectfully at all times.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to one of our Designated Safeguarding Leads, Jackie Sumer or Pamela Shaw.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures, whether this is between pupils, staff to pupils or staff to staff.

### **The Responsibilities of Pupils**

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

- Learn to become more skilled socially and build stronger positive relationships with their peers.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

### **The Responsibilities of Parents**

We ask our parents 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 their children to report any bullying to one of our Designated Safeguarding Leads, Jackie Sumner or Pamela Shaw and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any form of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying.
- Informing the school of any suspected bullying, even if their children are not involved.
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. Point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

### **The Responsibilities of All**

Everyone should:

- Work together to combat and hopefully in time, to eradicate bullying.
- Uphold the school's vision and strap line "Valued for Being Me".

### **PREVENTATIVE MEASURES**

- Positive behaviour management training for all staff (Team Teach).
- Clear boundaries and expectations for all pupils.
- Pastoral provision with primary model in all classes.
- Classroom management.
- High staff ratios and levels of supervision at all times.
- Individual behaviour management plans.
- Clear reward systems in place.

## **PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR**

- Contacting parents/carers of all pupils concerned in the bullying incident.
- Investigation.
- Feedback to those concerned.
- Sanctions.
- Contacting relevant professional's e.g. social workers, Child and Adolescent Mental Health Services (CAMHS), Education Psychology.
- Notes of incidents kept in pupil files or personal files.

## **MONITORING AND REVIEW**

- Annual monitoring by Full Governing Body.