



... the sky's OUR limit!

Ridgeway Primary School Anti-Bullying Policy

At Ridgeway Primary School we believe that all pupils have a right to learn in a supportive, caring and safe environment without discrimination or threat to be able to fulfil their potential. That is why we have all agreed that we will have no bullying here.

We promote and encourage a positive ethos of good behaviour and positive relationships through our Golden Rules, the use of Circle Time, Star of the Week achievement cards, Good to be Green scheme and Nurture support.

It is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

All pupils sign up to an anti-bullying promise and participate in an Anti-Bullying focus week every autumn term.

Objectives of this Policy:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously:

Pupils and parents should be assured that they will be supported when bullying is reported; Bullying will not be tolerated;

What is Bullying?

Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose.

Bullying is harmful to all involved, not just the bullies and can lead to self-doubt, lack of confidence, low self-esteem, depression , anxiety, self- harm and sometimes even suicide.

Bullying can be:

- Physical – Pushing and shoving, tripping up, kicking, spitting.
- Emotional – Humiliating someone, name calling, using insulting names or comments.
- Driven by a prejudice – This might be homophobia, racism, or victimising those who have special needs or disabilities. It may be picking on a looked after child because they are cared for away from home or it may be picking on a child who cares for a sick relative.
- Indirect – Spreading rumours whether true or not.
- Cyberbullying – Any form of bullying using a mobile phone or the internet, chat rooms, social networking sites, instant messaging or email.

It may also be bullying when:

- The same person or group always leaves someone out or shuns them.
- Someone makes threats of violence against someone else.
- Someone damages someone else's kit or clothing deliberately.

- Someone takes someone else's belongings deliberately.
- Someone tries to force someone else to do something they do not want to do.
- Someone tries to force another to do something sexual they do not want to do.

Although all of these actions are serious and adults should always intervene, they may not always be regarded as bullying unless they are part of an on-going pattern of behaviour against the victim. Therefore any adult involved must fill out an incident report so that any patterns can be identified and dealt with promptly.

We consider bullying to be:

- Repetitive, wilful or persistent
- Intentionally harmful, carried out by individual or a group
- An imbalance of power leaving the victim feeling defenceless.

Strategies in School to Prevent bullying Behaviour

- Making clear links between our Anti-bullying and our behaviour policies;
- Listening carefully to pupils and providing opportunities for them to express views and opinions;
- Using circle time as an opportunity for children to discuss their feelings and concerns;
- Multi agency work – working with social services, police etc.;
- Making use of curriculum opportunities to raise pupil awareness eg through RE, cross curricula themes, drama, story writing and literature;
- Being aware that even the youngest children can understand the consequences of their own actions
- Involving parents and the wider community

At Ridgeway:

- We will model respectful behaviour.
- Every child or young person will have their rights respected.
- We will work to reduce racism, homophobia, etc.
- We will work to help everyone understand and respect people with disabilities.
- We will teach young people appropriate social and emotional skills e.g. using SEAL
- We will set up easy safe ways for children/young people to report bullying.
- We have an 'Anti-bullying Pledge' which all children sign

What Can Children Do If They Are Being Bullied?

Each term, (or when incidents occur), class teachers will discuss bullying and 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.
- Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- Do not fight back it will just make things worse.
- **Tell an adult you trust straight away.**

Strategies for Dealing with Bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation:

- The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.
- The Hub team are always on hand to deal with these situations in a safe, caring environment and will take the time to talk to all parties involved to reflect on what has happened and how it can be resolved.

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses.
- Incidents may be investigated by the hub.
- Identify the culprit and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at Ridgeway.
- If the child owns up then sanctions procedures outlined in the Behaviour Policy will be followed.
- An additional sanction may be to arrange for the child to be escorted from the school premises to ensure their and other pupils safety.
- Incidents of bullying will be recorded on CPOMS.
- If the suspected bully does not own up, investigate further. If it is clear that they are lying, continue with the procedure.
- Continue monitoring the situation to ensure no repetition. The follow-up findings will be recorded on CPOMS.

If a child has been bullying the action followed will depend on the severity of the incident:

We will:

- Warn them not to do it again;

Then

- If it is serious, or if the child has repeated the behaviour after being warned, a telephone call will be made to their parents or a letter will be sent to their parents/carers and a sanction will be put in place. **This will be dependent on the age of the child and the severity of the incident.**

Then

- Parents/carers will be invited into school to discuss the incidents and create an action plan/behaviour chart to ensure that such behaviour is not repeated.

If following this there is a repeat incident

- Parents will be invited again to review progress and the possibility of exclusion will be considered.

Parents and the wider community

- We will ensure that parents know whom to contact if they have concerns about bullying issues
- We will contact/ respond to parents promptly when bullying issues come to light, whether their child is the one being bullied or the one doing the bullying
- We will ensure that parents are aware of the school's complaints procedures
- We will work with parents and the local community as appropriate to address bullying issues that arise out of school.

Arrangements for developing & reviewing the policy and for raising awareness:

- PSHE co-ordinator has lead responsibility in the school for the policy
- The whole school community is involved in developing the policy and have regular training on this matter.
- This policy is linked to other school policies: E-Safety, PSHE, Behaviour and Safeguarding.

Document History

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