

**Anti-bullying policy Policy**

*‘I can do all things through him who strengthens me…’Philippians 4:13*

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Rattlesden Cof E Primary Academy

Anti-Bullying Policy

Bullying, including racial and sexual harassment, is not acceptable at our school in any form.

Bullying is defined as:

*An action or actions which are carried out over a period of time, by one or more people to hurt, frighten or intimidate another child or group of children, whether based on their race, religion, gender, sexual orientation or not. This may include name-calling, including racist or homophobic names, being kicked, pushed or hit deliberately or threatened in any way. It may also involve having something taken or broken, having work spoilt, being excluded by others, being frightened by someone or being told to do something by someone else against your will. It also includes cyber bullying– bullying via mobile or online (e.g. through email, social networks, and instant messaging services).*

Bullying can be brought to the attention of staff by the victim(s), their friend(s), their parents / carers or other people who are concerned that bullying may be taking place.

There is no single pattern of bullying behaviour, nor is there a stereotype of the bully or the victim.

Strategies to Prevent Bullying

We do all that we can to prevent bullying:

• We give the children opportunities to talk generally about bullying and we raise their awareness through curricular activities (particularly through the Personal, Social, Health and Economic (PSHE) Scheme of Work) and through the ethos of the school.

• We teach children the importance of e-safety and ensure that they know and understand how to respond to cyber-bullying.

• We monitor those areas of the school where bullying can occur more easily.

• We ensure the children know there are procedures that they can follow if they are bullied, or if they witness bullying, and that they can report bullying to any adult in confidence.

• We listen to parents concerns about the victims or bullies.

• We look for indicators and warning signs.

• We praise co-operative work and non-aggressive behaviour and make reference to effective role models and strategies in order to reinforce positive behaviour.

**Strategies for Dealing with Bullying, including prejudice incidents.**

Extensive research has shown that perpetrators are often victims too, which can be why they bully. As a result, the emphasis at our school is always on a caring and listening approach to the victim and the perpetrator.

We take accusations of bullying very seriously, and will always follow these up immediately. The following is a list of actions available to staff depending on the perceived seriousness of the situation.

1. Discussions at length with the victim. This will require patience and understanding. A written record of this discussion should be kept and recorded on CPOMS. Acknowledge that the incident has happened, express disapproval and make it clear support will be offered.
2. Identification of the accused perpetrator / perpetrators and any witnesses.
3. Advise the Headteacher of the incident/s in order and discuss whether the class teacher should pursue the matter or pass it to the Headteacher. All discussions and actions will be recorded, and details of these kept by the Headteacher.
4. Discussions with the accused perpetrator and witness/es. It will be made clear that bullying is not acceptable and the reasons why and reinforce the school’s position on discrimination and prejudice if relevant. If the incident is deemed to be prejudice-related, ensure the perpetrator is made aware of why it was. Reinforce that they must tell the truth and support will be offered. A written record of this discussion will be kept by / passed to the Headteacher.
5. We will ensure that both the victim and perpetrator will be given a fair hearing and given the opportunity to fully explain the incident, ensuring privacy and a calm and non-confrontational approach.
6. If appropriate, bring both parties together to give them a chance to be involved in resolving the situation.
7. If at this point the perpetrator / perpetrators own up, then the Headteacher (or class teacher) will:
* Speak separately to the parents of the perpetrator / perpetrators and victim/s.
* We will focus on the perpetrator’s behavior rather than the person. Issue a verbal warning and an appropriate sanction consistent with our behaviour policy, which may include withdrawal from favoured activities, loss of playtimes, and in more serious cases, exclusion from school. Any sanction issued will take into account any special educational needs or disabilities the pupil has.
* Inform parents of the incident.
* Address any underlying issues which led to this incident, including supporting the perpetrator to deal with any issues they may have.
* Continue monitoring the situation by observing at playtimes / lunchtimes (play will be restricted to the playground) and having regular discussions with the victim to ensure that there is no repetition.
* Meet with the perpetrator after an agreed time to provide opportunities for further support and inform of any further actions. Give them the opportunity to take responsibility for their actions and to take action to try to repair the harm they have caused.
* Support both the victim and the perpetrator in order to stop this happening again, including providing education around bullying and prejudice behavior.
* Ensure all parties know how the incident has been dealt with.
1. If they do not own up, the Headteacher will pursue the matter by holding separate discussions with the parents of the accused perpetrator / perpetrators and victim /s. Further investigations will continue and if the person accused is found to have been bullying then the steps will be followed as outlined in point 5 above.
2. All incidents of bullying behaviour are recorded on CPOMS. This will be used to monitor bullying incidents and to develop good practice within the school. Repeated incidents of bullying will not be tolerated and students are parents are made aware that the Headteacher will follow the sanction and exclusion policy as outlined in Sections 8 and 9.

Victims and parents have the right to refer cases to the police and all parties have the right to appeal to the governing body.