



ANTI-BULLYING POLICY

A school of excellence which nurtures and inspires all, where success is our achievement.

OVERVIEW

In this school bullying and any other forms of intimidation will not be tolerated. Adults and children will treat others with kindness and respect and everyone will care well for each other. Everyone will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly if there are any signs or reports of bullying.

POLICY OBJECTIVES

1. To have a shared understanding of the definition of bullying.
2. To ensure that all feel safe and free from bullying and intimidation.
3. To build an ethos where learners feel safe, free from threat and intimidation.
4. To promote good relationships where all are treated well and where learners care for each other.
5. To act promptly and effectively at the first sign of bullying.
6. To encourage learners and parents to report any attempted bullying.
7. To protect and reassure any victims of bullying.
8. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
9. To make this a happy school that is free from bullying.

Definitions of Bullying

Bullying can take many forms and is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, eg because of race, religion, gender or sexual orientation

Peer-on-Peer

Peer-on Peer abuse can take various forms including:

- Serious bullying (including cyber bullying)
- Relationship abuse
- Domestic violence
- Child sexual exploitation
- Youth and serious youth violence (including gangs)
- Disability
- Harmful sexual behaviour
- Gender/Race violence
- Homophobic
- Transgender

There is no legal definition of bullying; at Rack House Primary School bullying is defined as follows;

Physical – Where a pupil picks on susceptible individual/s. It also happens when a group inflicts physical abuse to other pupils. Examples of physical bullying include, but are not limited to punching, slapping, kicking, hitting, and pushing. When an individual destroys a book, uniform, or any property of another pupil that act also qualifies under this type.

Covert – This is also called indirect bullying. It is sometimes hard to spot as the victim is not normally aware of the harassment done. One example is the spreading of rumors or made-up stories to harm others. Other scenarios are divulging secrets, mimicking, and damaging other's reputation. Making gestures and faces behind a person's back is also a form of indirect abuse.

Alienation – If a child is treated as an out-cast at school then it qualifies under alienation. Some bullies will even encourage other pupils to alienate a pupil during school activities, groupings, games, and break periods. Another technique used by bullies is threatening others that they will also suffer the same fate if they talk or make friends with the victim. This type greatly affects the psychological state of a child. Due to isolation, a child will not be able to form good relationships with others which can then result to isolation even in the latter stage of life.

Cyberbullying – Since technology is already a part of everyone's life, it is also common to inflict harm using it. Most children today are provided with cellular phones, tablets, laptops, digital cameras, and other gadgets thus making it easier to bully others through the use of technology mediums. A simple text message passed around the campus or inside the class is already classified as cyberbullying. Hacking other's webpage and altering its contents is also an example. Worse case scenarios will be bullies posting a video of a physical abuse in the Internet.

STRATEGIES

1. We will use our Behaviour Policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Learners will be encouraged to report bullying to any adult and when they do so they will be listened to and taken seriously.
4. Every allegation of bullying will be investigated and followed up by the person it is reported to.
5. Any victim of bullying will be well-protected immediately and in the future.
6. All allegations of bullying will be reported to the Headteacher.
7. PSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents/carers, staff or friends.
8. We will use the school's discipline and rewards strategy to reinforce this Anti-Bullying Policy.
9. Learners and their parents/carers will be made aware of this policy.
10. The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy.

Bullying outside of school (per DfE guidance)

The Headteacher has the legal power to make sure pupils behave outside of school premises. This includes bullying that happens anywhere off the school premises, eg on public transport or in a town centre. School staff can also choose to report bullying to the police or local authority

OUTCOMES

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.