

Richmond Avenue Primary & Nursery School



Anti-Bullying Policy

Updated – November 2021

Introduction

Fortunately, incidents of bullying in our school are not frequent as our children are closely supervised in the classroom and at playtimes. Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We take any incidents of bullying extremely seriously and act accordingly.

In our school, bullying is defined as:

“a pattern of planned, premeditated behaviour taken by one or more children with the deliberate intention of hurting another child or adult. This can be either physically, verbally, electronically or emotionally.”

Aims & Objectives

- To ensure a safe, caring and secure environment where all can learn without anxiety and bullying is not tolerated.
- To ensure a consistent school response to any bullying incidents that may occur.
- To make all those connected to the school aware of our opposition to bullying.
- To make clear each person’s responsibilities with regard to the opposition to bullying.
- To ensure all members of the school community are free from bullying and harassment
- To be aware that bullying may include cyber-bullying and prejudice-based bullying related to special educational needs, sexual orientation, gender, race, religion and belief, gender reassignment or disability

Guidelines for staff when dealing with bullying concerns / events

- Always take any reports of bullying seriously.
- Remain calm and establish the facts.
- Take action as soon as possible following the reported incident.
- Reassure the victim. Offer help, advice and support to the victim.
- Make it plain to those displaying inappropriate behaviours that it is not acceptable, and those behaviours will not be condoned.
- Encourage those involved to see the victim’s point of view.
- Discipline as appropriate (in accordance with the Schools Behaviour policy), ensuring that you explain why you are taking this action.
- Record details on the incident and actions taken on SG Online.
- Follow up to ensure that the bullying is not continuing.
- The class teacher, after consultation with the SENCO or the Headteacher, is responsible for informing the parents of the victim and the parents of the persecutor of any incidents.
- Headteacher or SENCO to refer to other agencies if necessary.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, however we are aware that all children could be a target of inappropriate behaviours from others.

Vulnerable groups may include:

- Looked After Children
- Gypsy, Roma and Traveller children
- Children with Special Educational Needs or Disabilities (SEND)
- Children from ethnic minorities
- Children entitled to Free School Meals
- Children for whom English is an Additional Language
- Children who are perceived to be gay, lesbian, bisexual or transsexual

Bullying Prevention Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, small group work and circle times, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument.

An annual 'Kindness Week' is held to further raise awareness (during National Anti-Bullying week). E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. E-safety workshops are held to raise parents' awareness of cyber-bullying. Pupils are taught and encouraged to tell an adult in school if they are concerned that someone is being bullied.

The Role of all Staff

Staff in our school take all forms of bullying seriously and intervene in the rare incidents to prevent them from taking place. They keep a record of any incidents and notify parents as soon as possible. Consequences are issued as a result of any form of bullying in school in line with the school behaviour policy. Staff attempt to support all children and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children and their behaviours, we aim to prevent incidents of bullying.

The Role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying policy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher reports to the AC about the effectiveness of the anti-bullying policy on request. The Headteacher ensures that all children know that bullying, either personal or electronic, is wrong, and that it is unacceptable behaviour in this school.

The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs it may be decided to use assembly as a forum in which to discuss with the school community why this behaviour was unacceptable.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Headteacher sets the school climate of mutual respect, support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of the Academy Committee

The Academy Committee (AC) supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Academy Committee Members do not condone bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. The Academy Committee consults with the Headteacher and reviews the effectiveness of the school policy regularly.

Useful links and Supporting Organisations:

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk • Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net