

# ROWAN GATE PRIMARY SCHOOL



## ANTI-BULLYING POLICY

### POLICY REVIEW

This policy has been reviewed in line with the following: (Reviewer please tick box)

a) Ensuring the policy is up to date and meets mandatory requirements



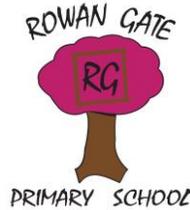
b) Ensuring the policy is fit for purpose and that practice adheres to the policy.



*Reviewed and Updated in December 2019 by Mrs. Jane Rhodes*

*Policy will be reviewed again in December 2020*

# ROWAN GATE PRIMARY SCHOOL



## ANTI-BULLYING POLICY

This school policy reflects the consensus of opinion of the whole teaching and support staff and has the full agreement of the governing body.

The Anti-bullying policy should be read in conjunction with the school's behavior policy and key publications- Preventing and tackling bullying- advice for head teachers, staff and governing bodies (Department for Education July 2017)

Keeping children safe in education- Statutory guidance for schools and colleges (Department For Education September 019)

### **A Whole School Policy**

- A school community consists of pupils, teachers, governors, non-teaching staff and parents/carers.
- All staff and pupils within the school community have the right to be treated fairly, equally and with respect by others within the school and to work within a safe and secure environment.

### **Statement of Intent**

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils and staff should be able to tell and know that incidents will be dealt with promptly and effectively. Rowan Gate is a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

It is important that all staff maintain an awareness of the particular needs and vulnerabilities of the children in our school.

It is recognised that staff need to feel safe from bullying by pupils, parents, carers or other staff.

### **3. What is Bullying?**

Bullying is 'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'. (Preventing and tackling bullying. Department for education July 2017)

Bullying can take many forms and is often motivated by prejudice against particular groups. Bullying can be based on actual difference or perceived difference between parties involved.

Different types of bullying we may expect to encounter:

- Emotional- being unfriendly, excluding, tormenting (e.g. hiding belongings, threatening gestures)
- Physical- pushing, kicking, hitting, punching or any use of violence.
- Racist- racial taunts, graffiti, gestures.
- Sexual- unwanted physical contact or sexually abusive comments.
- Homophobic- because of, or focusing on the issue of sexuality.
- Religious- focusing on belief as different and a threat.
- Cultural- taunts about differences.
- Verbal- name-calling, sarcasm, spreading rumours, persistent teasing.
- Disability- taunting because of appearance or health conditions.
- Related to home- verbal abuse about home or family circumstances.
- Cyber- through the use of internet, texts, phones or social media.

### **Objectives of this Policy**

- All governors, teaching and support staff, pupils and parents/carers should have an understanding of what bullying is.
- All governors and teaching and support staff should know what the school policy is on bullying, and follow it when bullying is reported.
- Pupil bystanders should be aware of the role they play in bullying, by observing, not doing anything, egging on or participating.
- All pupils and parents/carers should know what the school policy is on bullying and what they should do if bullying arises.
- To ensure that all parents/carers and pupils know that as a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **Signs and symptoms**

A child's response to bullying may vary depending on the type of bullying taking place and their understanding of this. Adults should be aware of the possible signs and should investigate if a child:

- Doesn't want to go on the school bus
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins truanting
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at nights or has nightmares
- Feels ill in the morning
- Changes their work pattern or achievement
- No longer shows an interest in using the computer

- Fears answering the phone
- Comes home with clothes torn or books damaged
- Has possessions go “missing”
- Asks for money or starts stealing money
- Has dinner or other monies continually “lost”
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what’s wrong
- Gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **Procedures**

At Rowan Gate Primary school, we seek to prevent bullying through:

- Promoting a secure and happy environment free from threat, harassment and any type of bullying
- Valuing and celebrating all children’s achievements towards the 5 keys
- Anti-bullying assemblies
- Involving the children in reviewing the school policy
- Circle time activities and discussions focusing on bullying and why it matters
- PSHE/ curriculum sessions/ school and class council discussions
- Encouraging children (where appropriate) not to bring unnecessary toys / items to school
- Making play areas that are not visible ‘no go’ areas e.g. behind bushes / trees and around unsupervised corners.
- Structured playtimes and clubs with lunch time supervisors trained to engage pupils.
- Protective behaviours work for identified pupils and in PSHE work on friendships
- Parents can use the home school book to alert staff to any issues they have. The school has an open door policy and parents are welcome to call or visit at any time.

At Rowan Gate Primary School, if bullying is identified staff will:

- Attempt to defuse the situation
- Listen carefully and take what is said seriously
- Report bullying incidents to Jane Rhodes in the first instance or to another member of the Senior Leadership Team
- Detail the incident on the CPOMS platform as a cause for concern
- Follow any support and intervention plans in place

Following any incident of bullying, Rowan Gate Primary School will seek to:

- Resolve the situation with sympathy and consideration of the needs of each party
- Support the bully in making a true apology
- Monitor the relationship to ensure the incident is not repeated
- Help the pupils reconcile their differences
- Support both victim and bully by giving them appropriate social strategies

- Invite parents to a meeting to discuss serious cases
- Keep parents informed of the outcomes of any investigation into bullying

### **Reporting Recording and Monitoring**

- All incidents of bullying to be recorded in the school incident books in the school office
- Any incidents will be reported to the bullying and hate incident reporting system through SIMS, every month (Statutory duty)
- Jane Rhodes is responsible for recording and following up all reported cases of bullying
- Jane Rhodes or a member of the Family Liaison Team will keep in touch with families of both parties throughout the investigation procedure and will record all interactions on the CPOMS platform

### **REVIEW**

This policy was reviewed in December 2019 and will be reviewed annually.

(This policy is led by Mrs. Jane Rhodes)