



THE RICHARD PATE SCHOOL

Anti-Bullying Policy

Statement

Bullying is unacceptable behaviour at The Richard Pate School. We realise that it happens in all schools but this school is committed to creating a safe environment where children can learn and play, can talk about their worries, confident that an adult will listen and will offer help.

Aims

The aim of this policy is to explain clearly what bullying is, how we work to prevent bullying and how to deal with a case of bullying if it is reported.

The DfE Guidance on the prevention of bullying is contained in “Preventing and Tackling Bullying : Advice for School Leaders, Staff and Governing Bodies”.

The policy links with the Every Child Matters agenda, in that every child has a right to grow up safe, healthy, enjoying and achieving, making a positive contribution and achieving economic well-being.

What is bullying?

Bullying is defined as deliberately hurtful behaviour often repeated over a period of time. Bullying results in pain and distress to the victim, sometimes causing psychological damage and even in the most extreme cases suicide (although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour),

Bullying can be:

- Physical (hitting, kicking, theft)
- Verbal (name calling, cultural, racist, religious, sexist/sexual, homophobic remarks, remarks about special educational needs and disabilities and cyber e.g. social websites, mobile phones, text messages, photographs and e-mail).
- Indirect / Emotional (spreading rumours, excluding someone from a social group, hiding books)

Bullying can involve manipulating a third party to tease or torment someone. It can involve complicity that falls short of direct participation. Bullying is often hidden and subtle. It can be overt and intimidating.

Signs and symptoms

Pupils who are being bullied may show changes in behaviour or work patterns such as:

- becoming shy, nervous or anxious
- feigning illness
- taking unusual absences
- clinging to adults
- becoming moody, bad tempered or tearful
- lacking concentration
- lower standard of work or failure to produce work
- belongings suddenly going missing, or are damaged
- unexplained cuts and bruises.

Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.

Preventative Measures

Cyberbullying

At The Richard Pate School we:

- have a filtering system in school to prevent sites such as bebo being used
- give all pupils their own password and username.
- year 6 pupils are issued with their own personal school e-mail address but access to 'hotmail' is not allowed
- give guidance on the safe use of social networking sites and cyberbullying in PSHE lessons
- offer guidance on keeping personal details, passwords, phone numbers, etc. safe
- do not allow mobile phones to be brought to school

Where might bullying take place?

Bullying can take place in the classroom but in most cases it happens outside of the classroom. It can take place in the playground, cloakrooms, toilets and changing rooms, on residential and day trips or in cyberspace (social websites, mobile phones, text messages, photographs and e-mail). It can take place during out of school group activities and between families.

Implementation

Procedures for staff

If bullying is suspected or reported the incident should be dealt with immediately by the member of staff who has been approached.

1. The child should be reassured that he/she will be listened to and that his/her complaint will be taken seriously.
2. A clear account of the incident should be recorded in School Manager in profiles / meeting. The appropriate box should be flagged to help monitor patterns of behaviour relating to bullying.
3. If the member of staff who the child has spoken to is not the class teacher, he / she should be informed immediately.
4. In most cases the class teacher will investigate the complaint. If the complaint is more serious the class teacher will inform their head of department and the head teacher. Together a decision will be made about who will look into the incident.
5. All concerned will be interviewed and a record of this made in School Manager.
6. All teachers will be informed and parents of the children involved.
7. Punitive measures will be used as appropriate (see whole school behaviour policy and the Nursery Care and Discipline Policy).

Pupils

Pupils who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the experience
2. Reassuring the pupil
3. Offering continuous support
4. Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

1. Discussing what happened.
2. Discovering why the pupil became involved
3. Establishing the wrong doing and the need for change
4. Informing the parents to help change the attitude of the pupil

Disciplinary action will be taken according to the seriousness of the incident in line with the school behaviour policy.

Consideration should be given to children with Special Educational Needs and Disabilities in cases of misbehaviour and advice should be sought from class teachers and members of the SEN Department before sanctions are applied.

Sanctions

The sanctions applied will be appropriate to the incident. They will be dealt with in different ways in the Prep and Junior Departments.

Prep (including EYFS)

Class teacher will send the child to the Head of Department who decides on appropriate sanctions. They may include any or all of the following:

1. Verbal Rebuke
2. Time out (i.e., withdrawal from an activity for a short period of time)
3. Phone call home to parents
4. Exclusion (Temporary or Permanent in cases of severe or persistent bullying)

Juniors

Class or subject teacher will send the child to one of the two Deputy Heads or the Headmaster who decides on appropriate sanctions. They may include any or all of the following:

1. Minus House Point
2. Time out (i.e., withdrawal from play time or an activity – under supervision)
3. Name in the Defaulters Book (but issue dealt with immediately)
4. Phone call home to parents
5. Issue of a Smiley-Face Book to be signed by teachers and lunchtime supervisors
6. Issue of a Blue Behaviour Report Card signed by the above as well as parents
7. In-school Suspension (under direct supervision of a member of staff throughout the day)
8. Exclusion (Temporary or Permanent in cases of severe or persistent bullying)

Prevention

At The Richard Pate School we use a variety of methods for helping children to prevent bullying through assemblies, wall displays, Circle Time in EYFS, or during PSHCE lessons. We use appropriate Assemblies to explain the school policy on bullying. Our PSHCE programme is structured to give pupils an awareness of their social and moral responsibilities as they progress through the school.. We stress the message about community involvement and taking care of each other. In assemblies and RE we look at moral and spiritual values that show bullying to be unacceptable.

All of our pupils are encouraged to tell a member of staff at once if they know that bullying is taking place. The ethos of the school means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind / polite behaviour is regularly rewarded. We aim to develop the children's tolerance and acceptance of all others and differing points of view as well as likes and dislikes. Children are supervised in some of the situations outside of the classroom where bullying might occur, such as playtimes and changing for games.

Children are involved in the prevention of bullying and when appropriate, these may include:

- Writing a set of class or school rules

- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays about what to do through scenarios of bullying
- Having discussions about bullying and why it matters that bullies are dealt with.

If a child feels that they are being bullied there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a teacher or adult whom you feel you can trust
- Tell a friend
- Tell a buddy
- Discuss it as part of your Circle Time
- Tell a parent or adult at home whom you feel you can trust
- Put a note in the Worry Box
- Ring Childline and follow the advice given.

Parents are encouraged to report any concerns immediately to the class teacher or Headmaster and a copy of this policy is available on the school website.

Staff awareness is raised through training / discussions in staff meetings and INSET on cyberbullying. We take action to reduce the risk of bullying at times and in places where it is most likely.

January, 2012

Reviewed annually by staff and governors

All new staff, as part of their induction, are required to read our Anti-Bullying and all other related policies