

Rose Wood Academy : Anti-Bullying Policy

This policy has regard to Government and Healthy Schools guidance on the prevention of bullying. Bullying affects the whole community: pupils, their families, teachers, support staff and governors. Rose Wood Academy is committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and alien to our school ethos and aims. By raising awareness and working together we can hope to deal with bullying more effectively and send a clear message to all concerned that bullying of any kind will not be tolerated at our school.

What is Bullying?

Bullying is behaviour, usually repeated over time, which intentionally hurts another individual or group, physically or emotionally. One person or a group can bully others. Bullying can be emotional, physical, homophobic, verbal, racist, cyber or sexual. We respect everyone regardless of age, gender, race, sexual orientation, culture or disability. They have a right to be safe and free from bullying in our school.

Aims

As a school, we aim to produce a safe and secure environment where all can learn without anxiety and measures are in place to reduce the likelihood of bullying.

Specific aims are as follows:

- Everyone in school takes responsibility for combating bullying.
- Victims feel protected and supported.
- Those engaged in bullying are encouraged to change their behaviour and their attitudes about bullying.
- The bully will offer an apology and other appropriate consequences may take place.
- If possible the pupils will be reconciled.

Objectives

- All governors, teachers, non-teaching staff, parents and pupils have an understanding of what bullying is.
- All governors and teaching and non-teaching staff will know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying is unacceptable and will not be tolerated.

The Role of

1. The Governors

- Support the Headteacher in all aspects to eliminate bullying from our school.
- Monitor the incidents of bullying that occur, and review the effectiveness of the school policy regularly.
- Require the Headteacher to keep accurate records of all incidents of bullying and to report on requests about the effectiveness of school anti-bullying strategies.

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- Respond within 10 days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the Governing Body.

2. The Headteacher

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy 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.
- Reports to the Governing Body about the effectiveness of the anti-bullying policy on request.
- Ensure that all children know that bullying 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, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- Ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- Set the school climate of mutual 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.

3. The Teacher

- Teachers should take all forms of bullying seriously, and intervene to prevent incidents from taking place. If they become aware of any bullying taking place between members of a class, they should deal with the issue immediately.
- Teachers should keep their own records of incidents that happen in their class and any they are aware of in the school or that occur outside lesson time, either near the school or on the children's way home or to school.

4. Team Leaders and Parent Support Adviser

- The Team Leaders and Parent Support Adviser play a crucial role in supporting the Headteacher in managing the anti-bullying policy and administering associated school systems and procedures.
- They work with individuals and with groups of pupils to sort out every day friendship issues and issues that may be identified as bullying.
- Cases can be referred directly by the pupil, the staff, the parent/carer or the Headteacher.
- Central records of all incidents and actions are kept on CPOMS.

5. All Staff

- If acts of bullying are witnessed, staff should do all they can to support the child who is being bullied.
- If a child is repeatedly involved in bullying, inform the Headteacher of incidents.
- Attend training when requested, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 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, we aim to prevent incidents of bullying.

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6. Parents/Carers

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher, the Parent Support Adviser, or the Headteacher immediately.
- Parents have a responsibility to support Rose Wood Academy's anti-bullying policy and to actively encourage their child to be a positive member of the school.

How does bullying differ from banter?

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

N.B. If two children do not like each other or just do not get on and are of equal power or strength it does not mean that bullying has occurred. It is not confined solely to relationships between young people. Verbal and emotional bullying in particular may occur between staff or staff and parents. All members of the school community have a responsibility to prevent such occurrences of bullying.

Procedure

- Children should consult whoever they feel comfortable with.
- Talk with the victim – must be given time and opportunity to speak.
- Talk to any witnesses.
- Talk with the perpetrator – trying mainly to find out reasons why? It is best to let some time elapse after the incident, so that the perpetrator is less defensive.
- Adopt a problem solving (no blame) approach. Staff should emphasise the importance of respecting the feelings and emotions of others.
- The meeting should conclude with an agreement on how the pupil is going to behave to the victim and others generally. An apology should be obtained from the bully/ies to victim.
- Treat the information seriously.
- Record the incident precisely. Be seen to do this (individual records must be based on fact and not speculation or hearsay). The Children may be asked to record their own account of events.
- Records of bullying incidents should be kept.
- Parents should be informed (in serious cases) and may be asked to come to a meeting to discuss the problem.
- The situation, which will have been closely monitored, will be reviewed. The follow-up will provide an opportunity to assess whether the particular strategies were successful or not.

Prevention

- We develop a classroom ethos, which promotes respect for the individual, e.g. classroom rules which outlaw anti-social behaviour.
- Through the curriculum it is possible to explore issues about bullying.
- We implement classroom strategies such as SEAL, Circle Time, PSHE, P4C and whole school strategies – assemblies, forums, visitors such as police and Peer Kids.
- During playtimes and lunch breaks staff supervise playground areas and toilets. It is also encouraged to monitor isolated areas.

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- To help prevent cyber bullying children are **forbidden to bring mobile phones into school**, except in cases where permission is given by the Headteacher. Children must hand their mobile phones to their class teacher on arrival at school. Children who need to contact a parent during the school day should report to the office where they will be allowed to use their mobile phone. Certain internet sites are restricted and children are taught internet safety regularly.

How we support victims of bullying

- Encourage the child to speak openly.
- Reassure the child we will help, but cannot keep anything secret.
- If a child is a perpetual 'victim' of bullying by different groups or individuals try to observe and help them change any behaviour.
- Encourage self-esteem.
- Listen.
- Give responsibilities so the child feels valued.
- Encourage them to do things they are good at.
- Praise achievement.
- Encourage positively.

How we help the bullying child

- See if the bully has any ideas about why they bully, refer to reasons why people bully.
- Reassure them that it's the behaviour you don't like, not them and you want to help them change.
- Find ways to make amends for behaviour.
- Praise good behaviour to raise self-esteem.
- Invite the child's parents into the school to discuss the situation.

In more extreme case, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.

Cyber bullying is a form of bullying

- Some forms of cyber bullying involve the distribution of content or links to content, which can exacerbate, extend and prolong the bullying. It is important to try and prevent the spreading of material.
- In the case of cyber bullying, bystanders or 'accessories' to the bullying may have a more active role – they may forward on messages, contribute to discussions in chat room, or take part in an online poll. So even though they have not started the bullying or think of themselves as bullying, they are active participants, making the situation worse and compounding the distress for the person subjected to the bullying.

Steps that staff can take

- Advise the victim not to respond or reply.
- Keep all correspondence or images as evidence.
- Contact parents of both victim and perpetrator.
- Ask the person that originally posted the material to remove it.
- Contact the host to make a report to get the contact removed.
- Ask all pupils involved to delete the offensive content/material **and say who they have sent it to.**

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- Mobile phones will be confiscated if brought into school **against school rules** e.g. not handed to their class teacher or used in school without permission.

Our key message will always be prevention, by teaching children that everyone in our school has the right to feel safe and happy and that bullying of any kind will not be tolerated.

Monitoring and review

- The Headteacher, who reports to governors about the effectiveness of the policy on request, monitors this policy on a day-to-day basis.
- This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying on CPOMS, and by discussion with the Headteacher. Behaviour is a regular item on the Raising Achievement Committee agenda.
- Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.
- Issues of safeguarding (including bullying) is a standard agenda item at Full Governing Body Meetings and Governors will be notified by the Headteacher of the nature/type of incidents that occur and whether these have been resolved effectively using the policy.

Amended: April 2015