

Rock Ferry

Primary School

Headteacher: S Radley, Bed (Hons) NPQH



The Headteacher, senior leaders and governors have successfully developed a culture of high ambition for the pupils of the school. Pupils relish learning. Ofsted 2016

Anti-bullying Policy

June 2019

Date Agreed/Adopted by Governors:.....

Signed:.....

Date Shared with Staff:.....

Web Link to LA Health & Safety area: <https://wescom.wirral.gov.uk/service-level-agreements/health-and-safety/h-s-policies-guidance>

Our Core Framework

Mission Statement

Developing positive minds that
lead to positive futures.

Vision

To be the best we can be.

Core Values

Be Kind
Be Safe
Work Hard
Never Give Up

This document should be read in conjunction with the safeguarding policy and the pupils/parents anti-bullying strategy.

RATIONALE

At Rock Ferry Primary School, we strive to provide a safe, friendly and caring environment for all pupils and staff. It is everyone's responsibility to ensure everyone feels safe and valued as part of the school community. Children are educated in all forms of bullying and encouraged to actively seek support from school should they ever feel unsafe or anxious.

Our school values promote positive behaviour choices and encourage children to respect, understand and value individual differences. We aim for parents / carers to feel confident that their children are safe and cared for in school and that any incidents are dealt with promptly as they arise.

MISSION STATEMENT

Developing positive minds that lead to positive futures.

PRINCIPLES

- Pupils have a right to learn, free from intimidation and fear.
- The needs of the victim are extremely important – pupils who feel they are being bullied will be listened to.
- School will not tolerate bullying behaviour.
- Reported incidents will be taken seriously, thoroughly investigated and recorded.
- To educate and support children who display bullying behaviour.

DEFINITION OF BULLYING

Behaviour by an individual or group usually repeated over time that intentionally hurts another individual or group physically or emotionally.

FORMS OF BULLYING

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Belittling another pupil's abilities and achievements.

- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology (internet or mobiles) to hurt, humiliate or intimidate another person.

PARTICIPATION & CONSULTATION PROCESS

- Awareness raising programmes (Curriculum & parent information sessions).
- Survey/questionnaires distributed to pupils, parents and whole school staff.
- Obtaining the views of elected student representatives - School Council.
- Seeking the views of parents at information evenings.
- Monitoring evaluation and review.

RESPONSIBILITIES OF ALL STAKEHOLDERS.

The Responsibilities of Staff

Our staff will

- Foster in our pupils self-esteem, kindness, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying within all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully, and the importance of telling a teacher about bullying when it happens.
- Provide training and support for parents so they can support and understand bullying.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who perceive they have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to a member of staff / assistant Headteacher.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with instances of bullying promptly and effectively, in accordance with agreed procedures and record strategies used.
- Review impact of support in place in a timely manner.

- Provide all children and parents with support in being resilient, confident young people and to have the skills to build healthy friendships as well as dealing with inevitable friendship issues as they grow up.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to an adult in school and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying
- Informing the school of any suspected bullying, even if their children are not involved.
- Keep upskilled on own understanding of various types of bullying
- Co-operating with the school, if their children are accused of bullying, trying to ascertain the truth. Also to point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Be understanding that part of growing up is developing social skills and that sometimes children will fall out.

The Responsibilities of All

Everyone should:

- Work together to combat and, in time, to eradicate bullying.

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

(Includes steps taken to support and respond to the needs of both bullied and bullying pupils.)

- Steps taken to support and respond to the needs of both bullied and bullying pupils.
- Action which may be taken
 - ❖ Report of bullying comes to class teacher. Can be dealt with by them. If not resolved, passed on to AHT or DHT.
 - ❖ Contacting parents/carers of all pupils concerned in the bullying incident.
 - ❖ Investigation with all parties and record of this kept, paper copy or CPDMS system.
 - ❖ Feedback to those concerned.
 - ❖ Restorative meeting and follow up.
 - ❖ Contacting relevant professionals if necessary eg. Behaviour Management Team, Educational Psychology, CAMHS, Kayte Walsh "My Esteem", NSPCC, Hi Impact, Thumbs Up.
 - ❖ Friendship plan drawn up to support victims/bully.
 - ❖ Use of support manuals from agencies such as MEAS, NSPCC, Ariel trust, Place 2 Be.
 - ❖ Review date set.

Analysis of anti-bullying behaviour / impact is reviewed on a regular basis.

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF

Whole staff training will be delivered at least on an annual basis.

Appendix 1 – Staff record document

Appendix 2 – Parent reporting document

Useful Websites/Contacts

- [Anti-bullying alliance.org.uk](http://Anti-bullyingalliance.org.uk) – (see interactive anti-bullying tool for parents).
- NSPCC.Org.Uk - (see "Pants" preventing child abuse).
- Arieltrust.com – (Good for cyber sense: staying safe online).
- Hi-impact.co.uk – (our IT providers who can advise on online safety).
- Kayte Walsh – "my esteem" – (contact can be made via school).