



Ribby with Wrea Endowed
Church of England
Primary School

Anti-bullying Policy

Reviewed and amended September 2014
Reviewed and amended April 2018
Reviewed and updated March 2021
Reviewed and updated March 2024

Our Mission Statement

'To encourage all children to develop as confident lifelong learners, to be curious about the world around them and to achieve their full potential within our safe and caring Christian school family.'

Bullying spoils the lives and learning of young people because children will not learn if they are afraid to come to school.

This policy reflects the school vision and values as a Church of England school where all the members of the school community are loved by God and all are encouraged to live out that love by welcoming and valuing each other.

School Aims

We want to make our school a physically and emotionally safe place, where our children can work and play. We want to create a school environment where bullying is seen by all to be inappropriate at any time.

Our objectives can be summarised as follows:

- To educate pupils, teachers, parents, non-teaching staff and governors about the harm that is caused by verbal, physical and emotional abuse of children.
- To make all children aware of the role they can play in promoting or preventing bullying. There is a need for everyone in the school to recognise that 'Not telling' is not a solution to the problem. Pupils will be encouraged to take an active stand against bullying behaviour.
- To consider the damaging effect of bullying and victimisation on the whole school ethos.
- To encourage all children and adults to reflect on their own behaviour and attitudes.
- To dispel common misconceptions about 'bullies' and 'victims'. Bullies and victims are not recognisable stereotypes.
- To provide help and guidance for bullies and victims.
- To establish a procedure to follow when bullying has taken place, whereby parents and pupils are able to express their concerns and worries to the school and have confidence that the complaints procedure will work quickly and effectively.

What is Bullying?

Bullying is a behaviour arising from the deliberate intent to cause physical or psychological distress to others, or to extort something from them. It is deliberately hurtful behaviour

which is repeated over a period of time and it is difficult for those being bullied to defend themselves as bullying usually involves an imbalance of power.

At Ribby with Wrea Endowed CE Primary School we believe in treating all people fairly and creating a society in which everyone has the opportunity to fulfil their potential - irrespective of their gender, ethnicity, disability, religion or belief, sexual orientation, age or any other recognised area of discrimination.

We ensure particular attention to the provision made for the achievement of different groups of pupils within a school. We are aware that specific groups of children are more likely to under achieve and/or suffer discriminatory practice than others within our society and we actively discourage any bullying, discriminatory language or discrimination.

All concerns raised regarding children's negative behaviour are recorded and monitored. All records are kept inline with GDPR recommendations and at least for the child's time in school.

Bullying can take many forms. The main types are:-

Physical - hitting, kicking, taking belongings,

Verbal - name calling, insulting, making racist remarks, making homophobic remarks

Indirect - spreading nasty stories, excluding someone from group activities, gestures such as face-pulling, nudging and winking.

Online bullying - "Online bullying is when a person, or a group of people, uses the internet, mobile phones or other digital technologies to threaten, tease or abuse someone" (Childline). Anyone can be targeted, staff and pupils and other persons associated with school, and it can take many forms. It can include threats, intimidation, harassment, stalking, vilification, defamation, exclusion, peer rejection, impersonation, unauthorized publication of private information or images etc.

Pupils do have occasional fights or quarrels but isolated incidents do not constitute bullying.

Raising Awareness of Bullying In Our School

- Our assemblies and collective worship are useful ways of promoting our aims and objectives.

- Pupils are also shown through role play or story what they can do to reduce and prevent bullying behaviour.
- Classwork and PSHE is used to explore the issues in more detail.
- Art work, poetry, historical events and current affairs may be used, where appropriate, to reinforce the school's anti-bullying approach.

All our work and discussion will aim to identify the rights of the child in the whole school and the classroom.

Bullying affects pupils, families, teachers and also non-teaching staff and governors. All these groups will be encouraged to make contributions to our awareness raising work. Their involvement will help to reinforce the importance of the issue for the whole school.

Encouraging Cooperative behaviour

- Pupils are recognised and praised for kindness, thoughtfulness, politeness and co-operative behaviour, not just academic success.
- There will be close supervision of stress areas and trouble spots within the school, such as the playground and cloakroom areas. Children will be encouraged to suggest and implement ways of improving such areas.
- School rules will be positively stated.
- The children will be encouraged to be friendly and helpful to visitors and new children.
- We will value the work of cleaning staff, welfare staff and the road crossing patrol and tell them so.
- Good work will be valued and displayed
- Confident and assertive behaviour will be encouraged in all children. Pupils will be taught to resolve conflicts constructively. The importance of non-verbal communication will be explained: the way we sit or stand, the tone of voice, gestures and mannerisms all contributing to the message we give.

We speak with our tongues but communicate with our whole body

- Emphasis will be put on the fact that bullying is something of which the school is not tolerant. This will be contrasted with the caring activities of which the school is proud.
- Links with secondary schools will be maintained. The transition to secondary school will be monitored, especially if there are any difficulties between individuals.

Procedures to prevent Online bullying

All pupils, staff and other adults with access to school ICT equipment sign an acceptable use agreement.

Pupils learn about online bullying through PSHE, E-safety and Computing lessons and how to respond to messages which make them feel uncomfortable

Pupils, parents and staff are encouraged to report any incidents of online bullying to school.

Children are not allowed to bring mobile phones and other mobile devices to school. Any exemptions to this must be cleared by the Headteacher.

Mobile phones will not be used during lessons or formal school time. The sending of abusive or inappropriate text messages or files by Bluetooth or any other means is forbidden. Any phones or devices brought in to school for any reason should be handed to the class teacher. Any phones found will be confiscated. Parents will be asked to collect them and informed that they will be kept in a safe place until that time.

All reports of online bullying will be investigated and appropriate sanctions will be issued, in line with the schools Anti-Bullying, Online-safety, Acceptable Use of the Internet, Codes of Conduct and Behaviour Policy.

The Local Authority or Police may be involved in serious cases or to offer advice.

What happens if bullying is takes place

- Immediate action will remind pupils that bullying behaviour is not acceptable and will not be tolerated.
- Teachers will encourage discussion to establish what has happened
- Children will be encouraged to talk in confidence to teachers who will make a record of the conversation
- The victim will be helped to feel a sense of control and they will be involved in choosing the solutions. Teachers will remind the victim of their achievements and positive attributes.
- The focus of any strategy will be to change the behaviour of the bully and any groups who encourage bullying. We recognise that bullies need help and guidance. Sometimes bullies at school are victims elsewhere. Punishment alone may often make things worse for the victim, and we feel that punitive measures alone do nothing to alter the bully's basic attitude.

- Bullying will not be tolerated. However, as part of our Christian ethos any action we may take will always be carried out within a spirit of forgiveness and reconciliation.
- Parents will be consulted, and contacted by the end of the school day as far as is possible and actively involved in any anti-bullying strategies.
- In the classroom, teachers will respond to incidents of name calling or teasing and not leave them unchallenged. 'Sticks and stones may break my bones but words will never hurt me' is not an acceptable principle reinforced by our school.
- Mild sanctions may be sufficient to deal with minor incidents.
- Counselling may be considered in some instances
- Learning mentor support will be given when available.

Confidentiality

Adults involved in interviews with children may need to disclose information to others. They should make it clear to the pupils who these disclosures will be discussed with and how information will be used and any action that will be taken.

Parents have a vital role to play in helping our school to achieve these anti-bullying aims.

Involvement of parents at an early stage is essential. Parents will be contacted by the end of the school day as far as is possible. It is the right of the family of the bullied pupil to involve the police if there is serious damage to property or person. Records will be kept by the school should any kind of legal action take place. Exclusion may be used as a response to serious bullying.

Monitoring Incidents of Bullying

- Records will be kept of all incidents, including concerns, of bullying behaviour and how they are resolved.
- Records will be based on fact and not speculation, and will be used as a means of evaluating our anti-bullying policy.
- An annual report is made to the Governors regarding any incidents of bullying or concerns raised.

Other Policies

This policy should be read in conjunction with our Behaviour policy, Online safety Policy, Child Protection and Safeguarding Policy and Equality Policy. Also consult KCSIE 2023, Working together to Safeguard Children 2023.



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INFORMATION AND GUIDANCE FOR PARENTS AND FAMILIES

WHY DO SOME PEOPLE BULLY OTHERS?

Experts say there are two reasons why people bully others. One is because they enjoy the power it gives them. The second is because members of a group can feel closer to each other by picking on an 'outsider'.

Bullies try to justify what they are doing by saying that the victim is different in some way. This may be a real difference which makes them especially vulnerable. For example, they may:-

- have a different colour of skin
- speak with a different accent
- have a disability,
- wear different clothes,
- have a different belief or religion,
- come from a particular geographical area

However, if there is no difference, bullies may invent one. Anyone can become the victim of bullying. All it takes is to be in the wrong place at the wrong time.

SIGNS AND SYMPTOMS WHICH MAY INDICATE BULLYING

- Bullied children are often loners, although it must be recognised that some pupils are quite happy being by themselves.
- In the early stages of bullying they may try very hard to be accepted by the bully or bullies. The refusal of others to accept them adds to their confusion and bewilderment. They may become convinced that they are unattractive or unlikeable and gradually withdraw.
- Their clothing may be torn or damaged.
- They may begin to show signs of stress such as bedwetting, or rocking.
- They may begin to have personality changes such as moodiness, sudden out-bursts of temper and weeping. They may be tired and forgetful.
- They may develop a dislike of school and may refuse to go.
- They may want to change routines, e.g. routes to school.
- They may hang around the classroom and the teacher at playtime and home time.
- They may frequently complain of headaches, tummy aches, aches and pains and a general feeling of being unwell.
- There may be an increasing lack of confidence and a gradual withdrawal from social activities.

ADVICE FOR CHILDREN WHO ARE BEING BULLIED

(a) Be firm and clear - look the bully in the eye and tell them to stop. Say something like this;

"I don't like you doing that. I want you to stop it now".

(b) Get away from the situation as quickly as possible.

(c) Tell an adult what has happened straight away. You cannot sort the problem by yourself.

- Tell a teacher or another adult in your school.
- Tell your family.
- If you are scared to tell the teacher on your own, ask a friend to go with you.
- Keep on speaking up until someone listens.

When you are talking to an adult about bullying be clear about these things

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already

BULLYING-
DON'T SUFFER IN SILENCE

ADVICE FOR PARENTS WHOSE CHILD IS BEING BULLIED

Children who are being bullied feel powerless to stop it happening. The families of these children often feel angry and frustrated on their behalf.

All of these emotions are natural and parents have a right to feel angry if their child is being bullied at school. These feelings sometimes make parents do things which make the bullying worse rather than better

Research shows that punishment alone will not solve the problem. If it is not supported by other, more positive action, it may just drive the problem underground.

- Talk calmly with your child about his/her experience.
- Make a note of what your child says.
- Reassure your child that he/she has done the right thing by telling you about the bullying.
- Explain to your child that should any further incidents take place then he/she should report them to the teacher immediately.
- Make an appointment to see your child's teacher.
- Explain to the teacher the problems your child is experiencing.

Talking to teachers about bullying

- Try and stay calm and bear in mind that the teacher may have no idea that your child is being bullied.
- Be as specific as possible about what your child has said. Give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school
- Stay in touch with school and let them know if things improve or if problems continue.
- Do not rush to confront the parents of a child who is bullying yours - they will certainly want to protect their child from accusations of bullying, and arguments between parents usually make the bullying worse and not better.

If you are not satisfied

- Make an appointment to see the Headteacher and explain your concerns. Keep a record of the meeting.
- If this does not help contact the Chair of Governors by using the complaints procedure.
- In the last resort contact the Local Authority.

ADVICE FOR PARENTS WHOSE CHILD MAY BE BULLYING OTHERS

Children sometimes bully others because:

- they don't know it is wrong,
- they are copying older brothers or sisters or people in the family whom they admire
- they haven't learnt other, better ways of mixing with their school friends,
- their friends encourage them to bully,
- they are going through a difficult time and are acting out aggressive feelings.

To stop your child from bullying others

- Talk to your child and explain that what he/she is doing is unacceptable and makes people unhappy.
- Show your child that he/she can join in with other children without bullying.
- Make an appointment to see the class teacher to explain the problems your child is experiencing.
- Discuss with the teacher how you and the school can work together to stop him/her bullying others.
- Regularly check how things are going on at school.
- Give your child lots of praise and encouragement when he/she is co-operative or kind to others.
- Discourage other members of the family from using bullying behaviour or aggression to get what they want.

If you receive a letter from your child's teacher or the Headteacher expressing concern about your child's behaviour, and asking you to make an appointment to discuss the matter, please make an appointment as soon as possible.

**Remember that keeping quiet about bullying can actually encourage it.
Bullies often depend on a 'code of silence' to be successful.**

ADVICE FOR PUPILS WHO WITNESS BULLYING

Brothers, sisters and friends often know that someone is being bullied long before teachers and parents do. Sometimes people do nothing in case the bully picks on them. Doing nothing means that the bullying carries on and the bully may even become more confident and pick on more victims.

Here are some of the things you can do to help

- Do not allow someone to be deliberately left out of a group.
- Do not smile or laugh when someone is being bullied or teased
- Tell the bully to stop what they are doing
- Show the bully that you do not agree with what they are doing.
- Persuade the person who is being bullied to tell a teacher and a parent.
- Do not try to deal with things on your own.