



# Rose Hill Westonbirt

## SCHOOL

## PASTORAL POLICIES

### 3.4 ANTI BULLYING POLICY

#### Statement of Intent

Rose Hill Westonbirt School is 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. It is wrong and damages individuals. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim to make all those connected with the school aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

This policy shows the school's consistent response any bullying incidents that may occur.

#### What is Bullying?

Bullying is action taken by one or more person deliberately to hurt or harm another. Bullying results in pain and distress for the person who is bullied.

Bullying can be:

- Emotional or indirect:
  - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), deliberately excluding someone from social groups or activities, being made the subject of unkind rumours, sending malicious emails or text messages.
- Physical or threatening physical harm:
  - pushing, kicking, hitting, punching or any use of violence, deliberately destroying, damaging or removing property.
- Racist
  - racial taunts, graffiti, gestures
- Sexual
  - unwanted physical contact or sexually abusive comments
- Homophobic
  - because of, or focusing on the issue of sexuality
- Verbal
  - name-calling, sarcasm, spreading rumours, unwanted and insistent teasing



# Rose Hill Westonbirt

## SCHOOL

### **Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Rose Hill Westonbirt has a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should 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 will not be tolerated.

### **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- comes home starving (break/ lunch has been stolen)
- 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.



# Rose Hill Westonbirt

## SCHOOL

### Procedures

1. Children are encouraged to report bullying incidents to form tutors or available staff.
2. In cases of serious bullying, the incidents will be recorded by staff.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. Simple statements of the details of the incident and the way it has been resolved should be made by the class teacher in writing and this information should be available to teacher colleagues as the child/ren concerned move up the school.
8. The Head Teacher should be informed at all times when it is considered necessary for the parents of the children to be involved.

### Outcomes

1. If possible, the pupils will be reconciled after the incident / incidents have been investigated and dealt with. Each case will be monitored to ensure repeated bullying does not take place.
2. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
3. In serious cases, suspension or even exclusion will be considered.

### Prevention

We will use the following methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

### Anti-bullying strategies adopted by Rose Hill Westonbirt School

- Rose Hill Westonbirt acknowledges the problem, that bullying happens everywhere, including the staffroom.
- Pupils to be asked what constitutes bullying. Discussions about what is and is not bullying can help form the basis of the school's anti bullying policy and encourage children to be open about the problem.
- Support mechanisms to be established to help children who are being bullied. This could be an assigned group of pupils formed through a peer support scheme. Schemes such as buddying, peer listening or peer mediation can create a happier, friendlier environment and offer much needed support to children who have problems.



# Rose Hill Westonbirt

## SCHOOL

- A whole school approach should be endorsed where children and adults work together to create an environment where bullying is not tolerated.
- Bullying does not end at the school gates, and although Rose Hill Westonbirt is not directly responsible for any bullying off the premises, the school will work with parents, the local community, the police and the local youth services if necessary.
- Children should be involved in developing anti bullying strategies as they often have the best approaches to the problem, and they are more likely to use and stand by their own solutions or those created by their peers.
- Constructive methods of dealing with bullying are more likely to change behaviour. Punishing does not often work and it is important to stress that it is the behaviour that is wrong, not the person. If possible talk through behaviour with the perpetrator, encouraging them to understand the implications and results of their actions and showing them different ways to react. Try to find out why they are bullying and help them change their attitude.
- Acknowledge and reward children who help to prevent bullying.
- Support schemes that encourage children to make friends. This is one of the best defences against bullying, but not everyone has the social skills to make friends. Teaching assertiveness skills and building confidence to all children may be a way to help children to make friends.
- Use PSHE time to talk about bullying and intimidation in general.

Teachers should support all children in their class and try 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.

Teachers routinely attend training which equips them with strategies for dealing with bullying and behaviour management.

### **The school's aims with regard to bullying are:**

1. To make clear to children, staff, parents and guardians that bullying is not acceptable
2. To encourage a climate of openness in which children, staff and parents act immediately if there is a suspicion of bullying
3. To provide a clear framework for dealing with incidents of bullying
4. To educate children to resist bullying
5. To provide support for those who are bullied and a framework within which those bullying others may recognise and reform their behaviour
6. In accordance with the school's ethos, to instil in all members of the school community a sense of caring and kindness for one another

### **Procedures for dealing with incidents**

Teachers take all forms of bullying seriously and intervene to prevent bullying happening. We keep a Serious Incidents Report Book in the office where all serious acts of bullying that occur outside lesson time should be recorded. If an adult witnesses an act of bullying they should record it in the book.



# Rose Hill Westonbirt

## SCHOOL

The school believes that an informal, discreet and sensitive approach should be used, and a general level of tact should be maintained for the benefit of the children and the school.

1. Any bullying incident should be reported immediately to the class teacher of the “bullied” child.
2. The class teacher will investigate the matter and seek to resolve each situation as appropriate in consultation with colleagues.
3. All teachers should be alert to possible warning signs in children of distress, work difficulties, illness or irregular attendances.
4. If teachers become aware of any bullying taking place between members of a class, they should deal with it immediately. This may involve counselling and support for the victim/ s of bullying and punishment and counselling for the child/ ren who have carried out the bullying. The teacher should talk to the child who has bullied, explaining what was wrong with their behaviour and giving help to change that behaviour.
5. Class teachers must also inform and advise other members of staff where relevant.
6. If a child is repeatedly involved in bullying other children, the Head Teacher must be kept informed. The class teacher/ Head Teacher should invite the child’s parents into school to discuss the situation.
7. In more extreme cases where these initial discussions have proven ineffective, the Head teacher may contact external support agencies such as the social services.
8. If parents report a concern to any teacher, this should be dealt with immediately through the class teacher.
9. If a child informs a teacher that he/ she is being bullied or a member of staff hears that bullying has taken place, the teacher should take careful notes of time, place and events, etc, and check that there is a case to answer. All reports of bullying **must** be taken seriously and checked out thoroughly.
10. The teacher should then speak to the Head Teacher who will interview both victim and perpetrator separately, keeping detailed notes.
11. The Head teacher will usually call the parents of the children concerned into school, to discuss the events and future strategies.
12. The class teacher should follow up any incident with appropriate support and advice for the victim and with mentoring for the perpetrator.

### **The role of the Head Teacher**

The Head Teacher supports the staff in all attempts to eliminate bullying from the school. We do not allow bullying to take place in our school and any incidents of bullying are taken very seriously and are dealt with appropriately and quickly.

The Head Teacher monitors the incidents of bullying and reviews the effectiveness of the school policy regularly. The Head Teacher keeps accurate records of all incidents of bullying.

It is the responsibility of the Head Teacher 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. The Head Teacher ensures that all children know that bullying is wrong and that it is unacceptable in this



# Rose Hill Westonbirt

SCHOOL

school. The Head teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head Teacher may decide to use Assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a child is being punished.

The Head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are valued and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The role of parents**

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 immediately.

Parents have a responsibility to support the school's anti bullying policy and to actively encourage their child to be a positive member of the school.

### **Monitoring and review**

This policy is monitored by the Head Teacher, who analyses information with regard to gender, age and ethnic background of all children involved in bullying incidents.

This policy has been compiled with help from Kidscape.

Signed

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Name

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Date

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To be reviewed by.....