

Russell Scott Primary School

ANTI-BULLYING POLICY



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Rationale

This policy is one of a series in Russell Scott's integrated safeguarding portfolio.

Our core safeguarding principles are:

- the school's responsibility to safeguard and promote the welfare of children is of paramount importance. This responsibility lies with every member of staff.
- safer children make more successful learners
- representatives of the whole-school community of pupils, parents, staff and governors will be involved in policy development and review whenever possible
- policies will be reviewed regularly, unless an incident or new legislation or guidance suggests the need for an interim review

At Russell Scott Primary School bullying and any other forms of intimidation **will not** be tolerated. Every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Every child's wellbeing and mental health is of paramount importance to all staff at Russell Scott.

In line with our core principle of **One World, One Family**, our anti-bullying policy ensures that all our children can learn together in a supportive, caring and safe environment without fear of being bullied. Two of our six key values are Kindness and Respect. Children are actively encouraged to treat each other with kindness and respect both in and out of school. These values are regularly revisited, reinforced and recognised. Pupils will come to school without fear and will be safe in school.

If bullying does occur, all pupils should be able to tell, and know that incidents will be dealt with promptly and effectively. Everyone will be vigilant and will intervene promptly if there are any signs or reports of bullying.

Our objectives are:

1. To ensure that all feel safe and free from bullying and intimidation.
2. To build an ethos where learners feel safe, free from threat and intimidation.
3. To promote good relationships where all are treated well and where learners care for each other.
4. To act promptly and effectively at the first sign of bullying.
5. To encourage learners and parents to report any attempted bullying.
6. To protect and reassure any victims of bullying.
7. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
8. To make Russell Scott a happy school that is free from bullying.

What is bullying?

Bullying is on-going, deliberate behaviour that upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or

verbal) or indirect (e.g. being ignored or cyber bullying).

Bullying is explained to the children through the acronym S.T.O.P. as 'Several Times on Purpose.'

Bullying is not:

It is important to understand that bullying is not an odd occasion falling out with friends, name calling, arguments or when the occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying although it is acknowledged it is often unkind. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Prevention and Strategies:

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
4. Every allegation of bullying will be investigated and followed up.
5. Any victim of bullying will be well protected immediately and in the future.
6. Any allegations of bullying will be reported to a senior member of staff, who will investigate further.
7. Assemblies, theatre groups, PSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
8. A regular focus on Wellbeing will promote positive interactions as well as discussing the impact of bullying on mental health.
9. We will use the school's discipline and rewards strategy to reinforce this anti-bullying policy.
10. Learners and their parents will be made aware of this policy, as well as all members of staff and members of the Governing Body.
11. The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy.
12. Russell Scott will engage in annual themed weeks to ensure the profile of anti-bullying is raised. These will include Anti-Bullying weeks and Mental Health Awareness weeks.
13. Wellbeing Ambassadors will act as peer mentors in the playground. They will promote and model Kindness and Respect.
14. We will make good use of partnerships with health professionals, therapists and counsellors etc. to deliver the anti-bullying message to pupils in our care.
15. As part of the curriculum, pupils will participate in e-safety lessons to highlight the appropriate and safe use of the internet. Digital Leaders and iLeaders will lead assemblies and provide classroom support around this

area of learning. Parents will receive regular updated advice to support with home safety in the form of letters and workshops.

16. Role models within school (Prefects, Wellbeing Ambassadors) will lead younger pupils in appropriate activities/discussion during less structured times such as playtime.

Activities in School to support anti-bullying (discussion with Year 6)

- Regular assemblies led by School Council and Wellbeing Ambassadors
- Regular pupil questionnaires
- Therapists working in school supporting individual children
- Visitors from outside agencies e.g. NSPCC
- Class lessons – timetables and reaction to incidents
- Class mix-ups to promote buddy system
- Peer mentors in all playgrounds
- Special Weeks- Children's Mental Health, Anti Bullying, Online Safety
- Special Events- Odd Socks Day, Jeans for Genes etc.
- Promotion of school values- Kindness, Respect, Creativity, Positivity, Determination, Curiosity
- Wellbeing Ambassador training
- Mindful Monday clubs
- STOP Box

The Role of the Governors

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school Anti-Bullying Policy, and to ensure that all staff are aware of the school policy, and know how to identify and deal with incidents of bullying.

The Head Teacher ensures that all children know that bullying is unacceptable behaviour. The Head Teacher leads the school in making sure that the members of the Russell Scott family nurture, value, respect and care for each other.

The Role of all Staff

All adults will be vigilant to bullying behaviour. All forms of bullying will be taken seriously and proactive measures are taken to prevent it from taking place.

Teachers are responsible for recording all incidents of bullying that happen in their class. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and a senior member of staff.

A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all (see above).

Online safety, alongside appropriate online behaviour, is regularly and specifically taught as part of the curriculum as well as in response to one-off incidents.

The Role of Parents

Parents are asked to inform school immediately if they are concerned that their child may be a victim of bullying behaviour. Any complaints will be taken seriously and appropriate action will follow.

Parents are asked to encourage their child to ask for help.

Parents have a responsibility to support the school's policy, actively encouraging their child to be a positive member of the school community.

The Role of Children

Children are asked to tell a person that they trust straight away if they think they are being bullied in any way – verbal, physical, emotional or cyber. They are encouraged to tell a teacher, teaching assistant, member of school staff, family member or friend.

Children may put a message in the STOP box to voice any concerns if they feel unable to speak directly to an adult or friend.

Children who are bystanders are encouraged to support their peers by reporting any suspected bullying.

Outcomes- One World, One Family

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated.

Monitoring and review

This policy is monitored by the Head Teacher and Safeguarding team, who report to governors on request about the effectiveness of the policy. This policy is shared, as appropriate, with the School Council.

This policy will be reviewed in accordance with the school's review cycle, or earlier if necessary.