

The Robert Drake Primary School

Anti-bullying Policy



Overarching Statement

All pupils deserve to learn in an environment that is calm, supportive and where they are treated with dignity.

Aims of the Policy

- For all governors, teaching and non-teaching staff, pupils and parents/carers to understand what constitutes 'bullying';
- For all governors and teaching and non-teaching staff to know what the school policy is in regard to bullying, and follow it when bullying is reported;
- For all pupils and parents to know what the school policy is in regard to bullying, and what they should do if bullying arises;
- For all members of the school community to understand that bullying, in any form, is not tolerated.

Statement of Intent

Bullying of any kind is unacceptable at the school. If bullying does occur, all pupils should be able to tell 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 a member of staff. All pupils understand the school's approach to bullying and what they should do, including if they become involved as a bystander.

Definition of Bullying

Bullying is defined as **deliberately** hurtful behaviour, which is **persistent** and **unprovoked**. It may take various forms, including physical, verbal and indirect.

Bullying is: 'To consistently intimidate, ill-treat or overawe'. It is the use of aggression with the intention of hurting another person and results in pain and distress to the victim. It can be emotional or physical.

The Essex Local Authority Definition of Bullying:

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.'

Bullying can be:

- Emotional: being unfriendly, excluding others, tormenting (e.g. hiding books, threatening gestures);
- Physical: pushing, kicking, hitting, punching or any use of violence;
- Racist /Religious: racial/religious taunts, graffiti, gestures;
- Verbal: name calling, sarcasm, spreading rumours, teasing;
- Gender related: gender orientated bullying;
- Based on differences: family situations, taunts and gestures;
- Cyber based: all areas of internet, such as email, social media, apps and internet chat room misuse. Mobile using text messaging, WhatsApp and calls

to upset people including threats. Misuse of associated technology, i.e. camera and video facilities.

Prevention Strategies

The school will use various strategies to prevent bullying. As and when appropriate, these may include:

- Reward positive behaviour as soon as pupils enter the school with verbal recognition and praise – relate to the school rules;
- Friendship Week;
- Displays;
- Assemblies;
- Writing a set of class rules;
- Including lessons about bullying in the PSHE curriculum;
- Reading stories about bullying or having them read to a class or assembly;
- Using role-play situations;
- Having discussions about bullying and why it matters;
- Ensure that parents and carers are clear that it is unacceptable to 'hit back'. This is not in line with the school policy;
- In-service training for staff;
- The involvement of outside specialists e.g. Behaviour Support.

The Importance of Responding to Bullying

All members of the school have a responsibility to recognise bullying and to take prompt action when they are aware of it happening. The pupil being bullied should always be assured that they have acted correctly in reporting the bullying.

Cyber bullying is dealt with in exactly the same way as other forms, whether on or off-line. Only the tools and technologies change, not the behaviour of pupils.

The Robert Drake Primary School has a fair and consistent approach to disciplinary measures, taking into account any special educational needs and disabilities. The school also makes reasonable adjustments for those pupils with any identified needs.

Everybody has the right to be treated with respect. No one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaving.

Procedures Following an Incident of Bullying

At The Robert Drake Primary School there is a consistent approach to dealing with bullying incidents. They are as follows:

- Report bullying incidents to a member of staff. It may be appropriate for a pupil to report to the adult with a friend for support. The member of staff will listen and establish whether the incident reported constitutes bullying;
- If it is a bullying incident both the perpetrator/s and victim/s within the class will be spoken to as part of the investigation. Pupils will be encouraged to see other points of view, i.e. "How would you feel if..?";

- The member of staff will emphasise that bullying of any kind is totally unacceptable;
- If bullying has occurred, the incident will be recorded in the electronic recording system (CPOMS);
- Where perpetrators are clearly identified, they will receive consequences as deemed appropriate by the member of staff;
- The victim will receive support and be given the opportunity to discuss strategies for dealing with the situation. A time for follow up will be arranged;
- The perpetrator will be asked to make a genuine apology, either verbally or in writing, as appropriate;
- If possible, the pupils will be reconciled;
- In cases of serious or repeated bullying, the incidents will be recorded on the school's electronic recording system (CPOMS). This will be monitored by staff;
- As a final resort, suspension or exclusion may take place.

Parents/carers will be informed of any bullying incidents by a member of staff.

Monitoring and Review of the Policy

See:

- *Behaviour Policy Autumn 2024*
- *Suspension and Permanent Exclusion Policy Autumn 2024*

The school will review this policy annually, at the beginning of every school year, and will assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Updated: Autumn Term 2024

Date of Next Review: Autumn Term 2025