

RAVENS COTE JUNIOR SCHOOL

ANTI- BULLYING POLICY

(Including Cyberbullying, Prejudice-based and Discriminatory Bullying)

2023 - 2024



Date of Approval		Date of Review	
24 th November 2023		24 th November 2024	
Signed	Amy Wells Headteacher	Signed	Emily Gibson Chair of Governors



Ravenscote Junior School Anti-Bullying Policy

Objectives

Ravenscote Junior School's Positive Behaviour Policy is firmly established and understood by the whole school community. The ethos of the school, as reflected in the Vision Statement and our Positive Behaviour Policy, incorporates measures that we hope will prevent bullying. However, all the members of our community recognise that bullying can still occur and when it does we aim to:

- Provide a secure environment in which incidents can be reported confidently.
- Ensure the child who has been bullied is made to feel safe.
- Demonstrate to all children that bullying is taken seriously.
- Ensure that all staff respond calmly and consistently to incidents of bullying.
- Protect and support all parties while the issues are resolved.
- Encourage the person who has done the bullying, and those who have colluded, to behave in a more acceptable way.
- Monitor interventions and follow-up appropriately at individual, group and whole-school level.

Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group, either emotionally or physically, often when it is difficult for the person or group being bullied to defend themselves. Bullying can take many forms including emotional, physical, racist, sexual, religious, homophobic, verbal or online.

Conversely, bullying is **not**:

- Teasing between friends where there is no intent to cause harm or distress
- Falling out between friends after a quarrel or disagreement
- Behaviour that all parties have enjoyed or agreed to

Legal Context

The Education (Independent School Standards) (England) Regulations 2010 (Schedule 1 part 3 paragraphs 9 and 10) provides that every school must have measures to encourage good behaviour and **prevent all forms of bullying** amongst students.

The Equality Act 2010 states that public bodies must: 'eliminate unlawful discrimination, harassment, victimisation and other conduct prohibited by the Act'.

The Children Act 1989 states that 'a bullying incident should be addressed as a child protection concern where there is reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'.

Criminal Law: although bullying in itself is not a specific offence, in the UK some types of harassing or threatening behaviour could be e.g. under the **Malicious Communications Act 1988**, it is an offence to send an electronic communication to another person with the intent to cause distress or anxiety.



Preventing Bullying

The pro-active strategies are:

- To provide a happy and caring environment in which to learn and work, where each member of the school community is personally valued and where children are able to develop self-respect and self-control.
- To help children acquire attitudes and skills relevant to their adult and working life and be able to adapt confidently to a changing society.
- To develop physical and social skills and appreciation of all.
- To encourage moral values.
- To engender respect for and tolerance of others, regardless of differences of race, gender, culture or religion, upholding fundamental British values.
- To encourage children to work together and participate fully in the life of the school and the community.
- To make children aware of the types of bullying which exist through the formal subjects on the curriculum, including English, PSHE and RAW, as well as presentations as available by outside companies and by staff contributions in assemblies which illustrate the types of bullying and some possible outcomes. In addition, all children have a copy of the Child-Friendly Anti-Bullying Policy in their handbook, which was designed by the Wellbeing Ambassadors (appendix 1).
- To inform parents about the school's procedures for dealing with bullying through the publication of this policy on the school website.
- To teach children to live out of school values: Respect, Responsibility, Teamwork, Honesty, Excellent and Happiness.
- To teach children how to keep themselves and others safe and happy, and actions to take if ever this isn't the case.
- To teach children about positive and healthy relationships, as well as negative and unhealthy relationships – including how to identify these and actions to take to safeguard themselves.
- To engage in additional curriculum opportunities such as Odd Socks Day and Anti-Bullying Week.
- To foster an environment in which children feel confident to speak out to trusted adults, for example Designated Safeguarding Leads and Wellbeing Adults.
- To communicate to the whole-school community that there is a zero-tolerance approach to bullying.

Dealing with Bullying Behaviour & those affected.

The re-active strategies come into play when an incident of bullying occurs. The process would be as follows:

- A verbal or written report of an incident of bullying may be given to any member of staff. This report would be passed to a member of staff as quickly and discreetly as possible.
- All incidents judged to be bullying in accordance with the definition set out in this policy will be reported to a member of the Senior Leadership Team who will then interview separately the children involved. If there is thought to be a merit in interviewing them together, then this will also be done. The details of these interviews will be recorded and kept on file. Incidents of bullying will be recorded on CPOMS.
- The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues.
- The school will provide appropriate support for the affected child – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- Depending on the nature, frequency and severity of the bullying incident, a member of the Senior Leadership Team will decide on an appropriate course of action in accordance with the school's Positive Behaviour Policy.



- “Circle Time” may be used as a method of drawing out the causes of and solutions to the bullying behaviour from the children themselves. This involves the teacher, and a member of the Senior Leadership Team bringing together a small group of the affected child’s friends to talk about how they can help. This group may also include the child who is bullying. Restorative Justice questions will be used here, in line with the Positive Behaviour Policy.
- The subsequent behaviour of the child affected and the child who is exhibiting bullying behaviour will be monitored for a period of not less than one month.
- A member of the Senior Leadership Team will contact the parents both of the child affected and the child who is bullying with the intention of trying to eliminate the repetition of such incidents.
- If necessary, a member of the Senior Leadership Team will seek further support from the school Governing Body and in severe cases the Governors may take further action in accordance with Government regulations.
- If necessary, other agencies may be consulted or involved, for example the police if a criminal offence has been committed or Children’s Services if a child is deemed to be at risk of significant harm.
- There will be a section every term within the Headteacher’s Report given to the Local Governing Body stating the number and nature of the bullying incidents and actions taken to prevent further incidents.

Working with Parents

It is the responsibility of the class teacher to inform the parents of the parties involved as soon as possible and meet with them to ensure that they are confident with how the difficulty is being dealt with. The Senior Leadership Team will be made aware of the problem and the proposed strategies. If the situation becomes very difficult, mentors will be appointed and, where necessary, outside agencies will be consulted for advice and support. All strategies will be carefully monitored and reviewed, and progress reported to the relevant parents.

Types of Bullying

Bullying can be:

1. Physical – pushing, kicking, hitting, punching or any use of violence
2. Emotional – being unfriendly, excluding or tormenting e.g. hiding property, gesturing
3. Prejudice-based and discriminatory - relating to perceived or actual differences. This can lead to prejudice and discriminatory language or behaviour, including racism, sexism, homophobia, biphobia or transphobia.
4. Racial – racial taunts, graffiti or gestures
5. Sexual – unwanted physical contact or sexually abusive comments
6. Homophobic - bullying of or focusing on the issue of sexuality
7. Gender – negative comments attributed to gender including transgender
8. Verbal – name-calling, sarcasm or spreading a rumour
9. Identity-based – negative attitudes towards a sub-group and their ‘identity’
10. Online – cyberbullying - all areas of the internet, such as email and social media misuse. Mobile threats by calls or messages. Misuse of technology e.g. use of video/photographic facilities

Equal Opportunities

All children and parents have access to this policy. Our Equality Policy explains the ways in which we promote the protected characteristics of the Equality Act.



With all incidents we will consider every aspect prior to making a decision. We do not label children as bullies, and we encourage our parents not to. If it is proven that a child has exhibited bullying behaviour, we will work with the child and family to support their development.



Appendix 1:



Ravenscote's Anti-bullying Policy

What is a policy?

A policy helps us to know what to do so that we can be safe and happy.

This is a policy for our school that has been created by the Wellbeing Ambassadors just for you!



What is bullying?

REMEMBER STOP!

SEVERAL TIMES ON PURPOSE



Bullying is when someone hurts someone else and it is repeated behaviour – it happens over and over again.

Examples of types of bullying:

Online: Harmful and hurtful actions towards someone on social media, phones and games.

Emotional: Making someone feel scared, embarrassed or intimidated.

Physical: Behaviours such as hitting, slapping, pushing.

Verbal: Name-calling, gossiping or threatening.

I think I am being bullied...

What should I do?

REMEMBER STOP!

START TELLING OTHER PEOPLE



Tell someone you trust eg. friends, family, teachers, LSAs, key adults and Wellbeing Ambassadors (we are here for you!).

Try not to take it personally. Sometimes when children are unkind to others, they are reaching out for help with something they are going through. By speaking out you are helping them too, as well as yourself.

If you feel you can't talk to anyone you know, you can call Childline:

0800 1111

