

Rossmore School

Anti-Bullying Policy

Aims

At Rossmore we recognise the negative impact that bullying can have on a child's life. As a result, we do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to manage behaviour well to provide a safe, supportive and secure environment that the children want to attend and where all can learn and thrive without anxiety, and where measures are in place to reduce the likelihood of bullying due to children being taught how to behave well and appropriately.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We strive to make all those connected with Rossmore aware of our opposition to all types of bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Definition - What is bullying?

There are a great many definitions of what constitutes bullying and bullying behaviour. Most definitions consider it as being repeated words or actions, which are aimed at causing another to feel frightened, miserable or helpless. All bullying and bullying behaviour has the following in common:

- it is deliberately hurtful;
- it is repeated, often over a period of time;
- it is difficult for the target of the bully or bullying behaviours to defend themselves against the negative behaviour
- seriously damages a young person's confidence and sense of self worth
- can lead to prolonged emotional damage

Bullying or bullying behaviour can be categorised into the following however there is no hierarchy of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately.

Physical

Assault, pushing, shouldering, elbowing, tripping, slapping, kicking, hair pulling, unacceptable touching (including that of a sexual nature), throwing missiles, blocking i.e. preventing movement through an access point, pinching, stabbing, burning, spitting or any other form of physical activity that makes another person feel threatened or intimidated.

Verbal

Racist, sexual, homophobic, biphobic, transphobic (HBT) words used in a derogatory manner, any words used in a sexual or aggressive manner designed to hurt or cause deliberate offence, comments about size, appearance, odour, clothing, academic or other abilities, home life, social circumstances, financial circumstances, spreading rumours or any bothersome outcomes designed to be hurtful or used to intimidate.

Written

Any insults contained in note-passing, threatening letters, graffiti, defacing any property belonging to another individual.

Interference with another individual

Theft, extortion, vandalism, defacing of property, ruling games, blackmail or any other activity designed to intimidate or hurt.

Psychological pressure – silent bullying

Social exclusion, rude gestures, lying, slander, passing or starting rumours, name calling, reorganising or pressurising friendship groups or any other activity designed to intimidate or hurt an individual.

Racist bullying

Name calling, incitement, making comments about a person's country or culture or appearance or commenting on parents or spreading rumours.

Homophobic, biphobic and transphobic bullying (HBT)

Name calling, making hurtful comments, using LGBTQ vocabulary in a negative way (e.g. – using gay to express something as inferior), commenting or slandering parents or other relations/friends including spreading rumours.

Subtle bullying

Looking at a person in a particular way, swearing at or about a person.

Incitement of others

To become involved e.g. by blackmailing, excluding, or threatening behaviours.

Cyber bullying

Emailing or texting about a person or to a person, spreading rumours or defacing or corrupting a piece of work. Instant Messaging or posting on a social network platform such as Facebook and using any language identified above. This is also applicable to online forums and chat rooms.

Child-on-child abuse

Rossmore School recognises that pupils can abuse their peers. We do not tolerate child-on-child abuse. We treat it with the same seriousness as adult-to-child abuse. Staff will never dismiss abusive behaviour or severe bullying as "banter," "part of growing up," or "boys being boys."

Primary age children may show abuse in different ways and it includes, but is not exclusive to, those behaviours listed above. Staff look for indicators such as sudden behaviour changes, withdrawal, uncharacteristic aggression or fear of specific peers or areas of school.

When an incident or allegation of child-on-child abuse occurs, staff will follow the following steps:

1. Ensure immediate safety: separate the children involved and secure medical attention if required.
2. Reassure the victim: Listen carefully without judgement and assure the child did the right thing by speaking up.
3. Report immediately: Record the details and pass on the information directly to the DSL without delay. Do not investigate independently.

The DSL will review the incident in line with Rossmore School's Child Protection and Safeguarding policy. If the behaviour meets the threshold of significant harm, the DSL will follow procedures within this safeguarding policy (which may include contacting the safeguarding team or police). The incident will be recorded and kept on record using the school's recording system, CPOMS. Parents will be informed about each step of the process (both the victims and perpetrators).

It is important to not only prioritise the safety of the victim, but also consider the age of the children we are working with and ensure that support is given to both the victim (in terms of a safety plan and pastoral support to include mentoring, a safe space and rebuilding of confidence if needed) and the perpetrator (using behavioural sanctions alongside educational support so that they understand their actions).

The role of Governors

The Governing Body supports the Headteacher 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 Governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the Governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter. The Governing Body responds within ten days to any request from a

parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher, and asks her to conduct an investigation into the case, and to report back to a representative of the Governing Body. [see complaints policy]

Responsibility

It is the responsibility of all staff to ensure the implementation of the school anti-bullying strategies, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher/Assistant Headteacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Headteacher and Senior Leadership team ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher or senior leaders of the school may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. Areas such as language surrounding racism and HBT are discussed during PSHE, whole school assemblies and work on British Values (acceptance, mutual respect etc) to ensure pupils have a clear understanding of what language is acceptable and unacceptable.

The Headteacher/Assistant Headteacher ensures that all staff, including lunchtime staff, receives sufficient training to be equipped to identify and deal with all incidents of bullying.

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

The role of the teacher and support staff

All the staff in our school takes all forms of bullying or child-on-child abuse seriously, and seek to prevent it from taking place by:

- creating a calm and safe environment
- establishing clear boundaries of acceptable behaviour
- teaching and modelling expected behaviour and positive relationships
- listening to the child
- ensuring a record of the incident is made and is added onto CPOMS. If the bullying is related to HBT, this will be recorded on the CPOMS system and SLT will be informed via an emailed link, staff will then be supported on how to deal with any issues
- informing the Headteacher/Assistant Headteacher
- speaking to the child
- speaking to the victims and perpetrator's parent
- actively set up a system to try and prevent future incidents
- ensuring that the school rewards and sanctions are followed consistently and that the school behaviour policy is followed.

If teachers witness an act of bullying or child-on-child abuse, they will either investigate it themselves or refer it to the Headteacher/Assistant Headteacher.

Teachers and support staff do all they can to support the child who is being bullied. This may involve counselling and support for the victim, and suitable consequences for the offender, including explaining to them why their action was wrong and how they should change their behaviour in future. If a child is being bullied over a period of time, then, after consultation with the Headteacher/Assistant Headteacher a meeting will be arranged with the child's parents.

The Headteacher/Assistant Headteacher records all incidents of bullying both within school, near school and on the journeys to and from school using the school's recording system CPOMS.

In more extreme cases, e.g. where these initial discussions have proved ineffective, the Headteacher/Assistant Headteacher may contact external support agencies such as social care or teams that support mental health in children.

The role of Parents/Carers

Parents are asked to actively support our schools anti-bullying policy, behaviour policy and sign the home school agreement which all promote good behaviour. Parents should feel confident that our school does not tolerate bullying and deals with any incidents swiftly and seriously. If they suspect that their child may be the perpetrator or the victim of bullying, they should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher/Assistant Headteacher.

The role of Pupils

Pupils are encouraged to tell someone they trust if they feel they are being bullied, and if the bullying continues, they must keep on reporting it.

Pupils are invited to tell us their views about a range of school issues, including bullying, in a number of ways. Our teaching staff and teaching assistant staff are a visible presence on the playground at play and lunchtime and are available for the children to speak with.

Anti-bullying within the curriculum

Our school uses a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, P4C, No Outsiders, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. Time is given in class to praise, reward, and celebrate the success of all children, and thus to help create a positive atmosphere. Areas such as language surrounding racism and HBT are discussed during PSHE, No Outsiders and work on British Values (acceptance, mutual respect etc) to ensure pupils have a clear understanding of what language is acceptable and unacceptable.

In addition, through our computing curriculum, pupils learn about online safety (including cyber bullying) and how to stay safe.

Each year, school recognises anti-bullying week and uses this time to focus heavily on how to prevent bullying.

We strive to ensure that the contributions of all pupils are valued and everyone feels secure and able to contribute to school life. We challenge stereotypical views and value differences in others whether arising from race, culture, gender, gender identity, sexuality, ability or disability.

Monitoring, reporting and review

This policy is monitored by the Headteacher/Assistant Head and Governors.

This policy will be reviewed in line with our behaviour policy, every year, or earlier if necessary.

Organisations that can offer support

Beatbullying Aims to reduce and prevent the incidence and impact of bullying by devising anti-bullying strategies for young people by young people. Tel 0845 338 5060 www.beatbullying.org	Bully Free Zone Provides a peer mediation service, written and telephone advice, and provides training for children and young people, parents, teachers, youth workers and other professionals. Tel 01204 454958 www.bullyfreezone.co.uk	Bullying Online Provides an email advice service for children and young people as well as online help and information, for schools as well as pupils. www.bullying.co.uk	ChildLine Offers a free, 24-hour helpline and counselling service for children in distress or danger. Tel 0800 1111 www.childline.org.uk	Children: Homes, Advice and Teaching Ltd (C:HAT) C:HAT seeks to provide a complete support package for young people and the significant adults who are involved in their lives; through consultancy, behaviour management and children's homes. Tel 0116 259 3008 www.chatltd.com	Children's Legal Centre Provides legal advice, information, assistance and representation to children, parents/carers and professionals working with children. Tel 0800 7832187 www.childrenslegalcentre.com
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Commission for Racial Equality A publicly funded, non-governmental body set up under the Race Relations Act 1976 to tackle racial discrimination and promote racial equality. Tel 020 7939 0000 www.cre.gov.uk	Diana Princess of Wales Memorial Award for Young People The Diana Anti-bullying Award is open to primary schools, secondary schools and youth organisations. Tel 0845 3372987 www.diana-award.org.uk	EACH) Established to challenge homophobia in education. Tel 0808 1000143 www.eachaction.org.uk	Education for All Joint campaign by Stonewall, Fflag and LGBT Youth Scotland to combat homophobic bullying. Website includes resources, research and case studies. Tel 020 7593 1851 www.stonewall.org.uk/education_for_all	Educational Action Challenging Homophobia Goldsmiths College The Psychology Department at Goldsmiths has a research programme which covers a wide range of specialisms in experimental, theoretical and applied psychology. This includes research into bullying. www.goldsmiths.ac.uk/departments/psychology/research	Kidscape Provides training for professionals; courses for bullied children; a helpline for parents of bullied children; and books, videos, free booklets and leaflets about the prevention of bullying, many in several languages. Tel 020 7730 3300 www.kidscape.org.uk
58 Safe to Learn: Embedding anti-bullying work in schools RESOURCES AND REFERENCES 59 I. Organisations that can offer support Leap Confronting Conflict Provides opportunities, regionally and nationally, for young people and adults to explore creative approaches to conflict in their lives. Tel 0207 272 5630. www.leaplinx.com	Mencap Mencap fights for equal rights for people with learning disabilities and their families and carers, and provides housing and employment support. Tel 020 7454 0454 www.mencap.org.uk	Miss Dorothy.com Provides a programme which offers an approach to learning about personal behaviour and safety for 4-11 year olds. Tel 0870 759 3388 www.missdorothy.com	National Autistic Society Champions the rights and interests of all people with autism and seeks to ensure that they and their families receive quality services appropriate to their needs. Tel 0845 0704004 www.autism.org.uk	National Children's Bureau Promotes the voices, interests and well-being of all children and young people across every aspect of their lives. As an umbrella body for the children's sector in England and Northern Ireland, provides information on policy, research and best practice. Tel 020 7843 6000 www.ncb.org.uk	National Children's Bureau Promotes the voices, interests and well-being of all children and young people across every aspect of their lives. As an umbrella body for the children's sector in England and Northern Ireland, provides information on policy, research and best practice. Tel 020 7843 6000 www.ncb.org.uk
National Society of Prevention of Cruelty to Children (NSPCC) NSPCC aims to end cruelty to children. Works with children and families, as well as influencing public policy and attitudes. Tel 0207 825 2500 www.nspcc.org.uk	Parentline Plus Offers help and support through a range of free, flexible and responsive services by working for and with anyone who is parenting a child. Tel 0808 800 2222 www.parentlineplus.org.uk	School's Out! Aims to support lesbian, gay, bisexual and transsexual (LGBT) staff in education and to raise the profile of LGBT people and issues. Tel 01273 298299 www.schools-out.org.uk	Stonewall A campaign and lobby group working to achieve legal equality and social justice for lesbians, gay men and bisexuals. Tel 020 7593 1850 www.stonewall.org.uk	UK Observatory for Non-Violence A national initiative committed to addressing the key issues of aggression, bullying, anti-social behaviour and violence amongst children and young people. Tel 01483 684552 www.ukobservatory.com	Victim Support Staff and volunteers offer free and confidential information and support for victims of crime. Operates via a network of affiliated local charities, the Witness Service and the Victim Supportline. Currently developing specialist and outreach services for children and young people affected by crime and bullying. Tel 0845 3030900 www.victimsupport.org.uk
Young Voice Undertakes research with children and young people. Works in partnership with them on a wide range of issues including bullying. Offers research, evaluations, training and consultancy. www.young-voice.org	Youth Justice Board for England and Wales Executive, non-departmental public body working to develop and improve the youth justice system and to prevent offending by children and young people up to the age of 17. Tel 020 7271 3031	Proudtrust The Proud Trust is a life saving and life enhancing organisation that helps young people empower themselves to make a positive change for themselves and their communities. https://www.theproudtrust.org/	Mermaids Family and individual support for gender diverse and transgender children and young people. www.mermaidsuk.org.uk/		

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