

Ravensworth

Terrace Primary School



Anti-Bullying Policy 2023-24

Establishing Progressive Consistency | Enabling Cohesion | Ensuring Coherence

*We believe in the worth and potential
of every individual.*

*We have high expectations and goals
for ourselves and others.*

We will persevere even in the face of obstacles.

We believe that everyone can succeed.

Together, we are winners.

Respect Independence Perseverance Kindness Teamwork

Ravensworth Terrace Primary School

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Anti-Bullying Policy

Objectives of this Policy

This policy outlines what Ravensworth Terrace Primary School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying will be tolerated. At Ravensworth Terrace Primary School, we believe that all children have the same equal rights; these rights encourage mutual respect, care and concern for others, and are listed in the UN Convention on the Rights of the Child. As a school, we want our children to feel safe, secure and valued.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying and behaviour policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

In the construction of this policy, the United Nations Convention on the Rights of a Child has been used as a reference point. Whilst many of the articles are relevant to the issue of preventing bullying and promoting rights respecting behaviour in schools, the following articles are considered to be most relevant:

Article 2 - The convention applies to everyone, whatever their race, religion or abilities; whatever they think or say, whatever type of family they come from.

Article 3 - All organisations concerned with children should work towards what is best for each child.

Article 14 - Children have the right to think and believe what they want, as long as they are not stopping other people from enjoying their rights.

Article 29 - Education should encourage children to respect others, human rights and their own and other cultures. It should also help them to learn to live peacefully and respect other people. At Ravensworth Terrace, we celebrate and promote difference.

Anti-Bullying is embedded in all areas of our curriculum.

We are keen to ensure that a 'Rights Respecting,' attitude is at the heart of our school, and the children have a good understanding of the United Nation's Convention on the Rights of the Child. All classes will have a Class Charter with the rights they feel are most important to their class.

Definition of bullying

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant

Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Bullying via technology -“cyberbullying”

Preventing, identifying and responding to bullying

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils’ social and emotional skills
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying and follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.
- Celebrate success and achievements to promote and build a positive school ethos.
- Take part in the national Anti-Bullying Week each year in November, ensuring staff and children are reminded about the different forms bullying may take and how to prevent and deal with bullying.
- Throughout the year we promote anti-bullying and raise awareness through class assemblies, reflection time and PSHE work.

Involvement of pupils

We will:

- Regularly canvas children and young peoples’ views on the extent and nature of bullying.
- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.

- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.
- School Buddies will have an understanding of how they can support and liaise with adults to reporting bullying around school.

Liaison with parents and carers

We will:

- Make sure that key information about bullying is available to parents/carers in a variety of formats.
- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know where to access independent advice about bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Positive Behaviour Policy
- Safeguarding and Child Protection Policies
- e-Safety (Online Safety) and Acceptable Use Policies (AUPs)
- Curriculum Policies such as PSHE and Citizenship and Computing
- Mobile Phone and Social Media Policies

Responsibilities

It is the responsibility of:

- Governors, the Headteacher, Senior Managers, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.
- School Governors to take a lead role in monitoring and reviewing this policy.

The named Governor with lead responsibility for this policy is: Mr D Horn, Chair of Governors.
The named members of staff with lead responsibility for this policy are: Mr A Ramanandi and Mrs A Roe. If parents have any worries they should contact their child's class teacher in the first instance. If the issue is still not resolved, parents should ask to make an appointment with Mr A Ramanandi and Mrs A Roe to discuss the matter further.

Additional Information

Dealing with Incidents

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached

- A clear and precise account of the incident will be recorded and given to the head teacher and/or designated lead
- If the initial issue has not been resolved, the head teacher/deputy head teacher will interview all concerned and will record the incident
- Teachers/support staff will be kept informed
- Parents/carers will be kept informed
- Sanctions will be used as appropriate and in consultation with all parties concerned
- If necessary and appropriate, other local services will be consulted

Supporting Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns
- Reassuring the pupil and providing continuous support
- Restoring self-esteem and confidence
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance where appropriate

Pupils who have bullied will be helped by:

- Discussing what happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support
- If online, requesting content be removed and reporting account/content to service provider
- Sanctioning in line with school behaviour/discipline policy. This may include official warnings, detentions, removal of privileges, fixed-term and permanent exclusions.
- Speaking with local services if required