



Anti-bullying Policy

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Aim and Scope

This policy outlines what Ruishton Church of England Primary School will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole school community. Ruishton Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form. We are committed to providing a safe, caring and respectful environment where all pupils can learn and thrive. Bullying in any form is unacceptable and will not be tolerated.

This policy sets out how we:

- *Prevent bullying*
- *Respond promptly and effectively to incidents*
- *Support children who are bullied and those who bully others*
- *Fulfil our legal duties to safeguard children and promote equality*

Legal Framework

This policy is informed by and complies with the following legislation and statutory guidance:

- *Education and Inspections Act 2006 (Section 89)*
- *Equality Act 2010*
- *Education Act 2002 (Section 175 – safeguarding)*
- *Keeping Children Safe in Education (current edition)*
- *DfE: Preventing and Tackling Bullying (July 2017)*
- *Human Rights Act 1998*

This policy should be read alongside:

- *Behaviour Policy*
- *Child Protection and Safeguarding Policy*
- *Online Safety Policy*
- *Relationships and Health Education Policy*

Roles and Responsibilities

Headteacher

- *Has overall responsibility for the implementation of this policy, including its monitoring and effectiveness in practice*
- *Managing the reporting and recording of bullying incidents*
- *Assessing and coordinating training and support for staff and parents/carers where appropriate*
- *Coordinating strategies for preventing bullying behaviour.*
- *Ensures bullying incidents are addressed consistently and fairly*
- *May discipline pupils for bullying off school premises where appropriate*

Trust and Local School Committee

- *Approves and monitors the effectiveness of the policy*
- *Ensures legal duties are met*

Staff

- *Must take all reports of bullying seriously*
- *Act promptly, record incidents, and follow procedures*
- *Report all concerns to the DSL*
- *Model respectful behaviour at all times*

Pupils

- *Are encouraged to speak out if they or others are being bullied*
- *Treat others with kindness and respect*
- *Follow all school behaviour values*

Parents and Carers

- *Work in partnership with the school*
- *Raise concerns promptly through the agreed channels*

The Headteacher and Designated Safeguarding Lead is: Miss Hannah Collier

The nominated Governor with the responsibility for Safeguarding is: Mrs Jasmine Riches.

Definitions of Bullying

*Bullying is defined as **repeated behaviour** by an individual or group that:*

- *Is **intentionally harmful** (physically or emotionally)*
- *Involves an **imbalance of power***
- *Causes **distress, fear, or harm***

A single incident may still be dealt with seriously under the Behaviour or Safeguarding Policies where appropriate.

Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.

The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically, this can include sending offensive, upsetting and inappropriate messages

by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.

Ruishton Primary School recognises that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.

Bullying is recognised by Ruishton Primary School as being a form of child-on-child abuse; children can abuse other children.

- Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".
- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.
- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place

Staff are guided to report all cases where they suspect bullying is taking place to the Designated Safeguarding Lead.

Types of Bullying

Bullying can happen to anyone. This policy covers all types and forms of bullying including but not limited to:

- Bullying related to physical appearance
- Bullying of young carers, children in care or otherwise related to home circumstances
- Bullying related to physical/mental health conditions
- Physical bullying
- Emotional bullying
- Sexualised bullying/harassment
- Bullying via technology, known as online bullying or cyberbullying
- Prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - Bullying related to race, religion, faith and belief and for those without faith
 - Bullying related to ethnicity, nationality or culture
 - Bullying related to Special Educational Needs or Disability (SEND)
 - Bullying related to sexual orientation (homophobic/bi-phobic bullying)
 - Gender based bullying, including transphobic bullying

School Ethos and Preventing Bullying

Ruishton Primary School places a relational and trauma-informed approach to relationships with children at the forefront of staff practice. The school's Behaviour Policy should be read in conjunction with this policy to understand the school culture to behaviour, which includes the prevention of bullying. In addition to what is outlined in the Behaviour Policy, the whole 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. This is underpinned by the school values which are promoted daily through House Points and weekly assemblies and half-termly focus on individual values.*
- *Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).*
- *Recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.*
- *Recognise that bullying may be affected and influenced by gender, age, ability and culture of those involved.*
- *Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.*
- *Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.*
- *Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.*
- *Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-based and discriminatory bullying.*
- *Actively create "safe spaces" for vulnerable children and young people, including promotion of the pastoral space.*
- *Promote the school's 'Follow the Rainbow' safeguarding team through half-termly assemblies and posters around the school and also remind children of the confidential pastoral pigeon box to report worries or concerns.*
- *Celebrate success and achievements to promote and build a positive school ethos.*

Reporting and Responding

Bullying can be reported by:

- *Pupils (to any trusted adult)*
- *Parents/carers (teacher, senior leader, or via the school office)*
- *Staff (through safeguarding and behaviour reporting systems)*

All reports will be:

- *Taken seriously*
- *Investigated promptly*
- *Recorded appropriately*

Children

Children will be encouraged to report possible bullying to any member of staff they trust, a friend or a member of their family. This ethos is promoted through staff attitudes, Jigsaw PSHE, and 'Follow the Rainbow' termly assemblies. Even if the victim does not tell a teacher, any bystander should know that

it's their responsibility to inform a member of staff. Members of the school Ethos Team should be aware that they may be approached with reports of bullying behaviour and that they should pass these directly to a member of staff.

Staff

*All behaviour incidents will be dealt with by the member of staff it is reported to and, where that member of staff is not class teacher, this information shared with the class teacher. Where there are multiple incidents over time (**repeated behaviours**), and staff are concerned that there is significant evidence of bullying, reports must be made to the Headteacher and Designated Safeguarding Lead for investigation. The DSL and/or other members of the senior leadership team will investigate all cases.*

Senior staff will share any concerns about bullying in daily briefings so that all members of staff are aware of any issues and can then monitor. Lunchtime supervisors report to class teachers and a member of the Senior Leadership Team where there are any concerns about children's behaviour.

Investigating staff will log any bullying on our safeguarding system (CPOMS) and monitor the children involved.

Parents

Parents are encouraged to share any concerns with any member of staff. If they continue to have unresolved concerns, they should report this to a member of the senior leadership team.

When bullying is confirmed, the school will:

- *Listen carefully to all children involved*
- *Take immediate action to stop the bullying*
- *Apply proportionate consequences in line with the Behaviour Policy*
- *Provide support for the pupil who has been bullied*
- *Provide education, support, and guidance for the pupil who bullied*
- *Inform parents/carers as appropriate*

We believe in the power of relationships and learning and therefore restorative approaches will be used where suitable and safe for all pupils involved to encourage reflection and restoration, so that pupils can move forward from any incidents.

After incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. The victim will be checked on a regular basis by their class teacher. If appropriate, other agencies will be asked to become involved. Parents / carers of both victim and perpetrator must be kept informed throughout the process.

Support for Pupils

Pupils subject to bullying will be raised in the school's Vulnerable Pupils Meeting to discuss support and effective approaches. This may include:

- *Pastoral or emotional support*

- Safe spaces or agreed strategies
- Monitoring and follow-up
- Work with parents and external agencies where required

Bullying Outside School or Online

The school may take action where bullying:

- Occurs online
- Takes place off school premises
- Affects the wellbeing, safety, or reputation of pupils or the school

This includes incidents on school transport or in the local community.

Safeguarding

Bullying will be treated as a **safeguarding concern** where there is:

- Serious harm or emotional distress
- Coercion, exploitation, or abuse
- A risk of significant harm

In such cases, safeguarding procedures will be followed and external agencies may be involved.

Monitoring and Review Mechanisms

This policy will be reviewed every year by SLT in consultation with the Local School Committee.

- Bullying incidents are logged and monitored to identify patterns
- Pupil voice is included through assemblies, class discussions, and Pupil Leadership teams

Useful Links

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk

- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25
Race, Religion and Nationality
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org 10
- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBTQ+

- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk Sexual Harassment and Sexual Bullying
- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk
- Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaignposters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-deshame