



RYECROFT C. E. (C) MIDDLE SCHOOL

POLICY STATEMENT

ANTI BULLYING

At Ryecroft C.E. (C) Middle School, we believe everyone has the right to learn and teach without discrimination or threat and to be able to fulfil their potential.

This policy has been developed over time and reflects the requirements of:

- The Childrens Act 1989
- The Education and Inspection Act 2006
- The Equality Act 2010

The policy will be reviewed annually and include the involvement of pupils in its development. As with many of the school policies this will be put on the school website and made available in school so that it can be accessed by all members of the school community.

This policy links to several of other school policies. These include: Rewards and Sanctions, Equal Opportunities and Sfaeguarding.

1. INTRODUCTION

1.1 Bullying is the wilful, conscious desire to hurt, threaten or frighten someone. Physical assaults are distressing to the individual and so is verbal abuse. Name calling such as: fairy; homo; gypsy; wimp etc. can be emotionally hurtful.

1.2 It is an entitlement of every child attending this school that they will be free from intimidation, humiliation and abuse.

1.3 Bullying, either physical or verbal, will not be tolerated.

1.4 The purpose of the statement is to formalise procedures following the identification of a serious incident involving bullying.

1.5 All staff, both teaching and support, are expected to carry out the school's policy.

2. WITHIN THE SCHOOL

2.1 The Headteacher has responsibility for monitoring, reviewing and evaluating the Anti-Bullying Policy and procedures.

2.2 The Headteacher is available to offer advice and/or support regarding bullying/harrasement issues to any member of staff, parent or pupil.

2.3 Information regarding bullying incidents is reported as part of the Headteacher's termly report to the governing body.

3. THE SCHOOL

3.1 Parents will be advised at the new intake meeting that the school (through the Staffordshire Anti-Bullying Pledge Scheme) is working with staff, pupils and parents to create a school community where bullying is not accepted and they should report incidents to the teaching staff if they suspect their child of bullying or being bullied.

3.2 Teaching staff in the school will make known to all children, through the hidden curriculum, that bullying is not acceptable and that should they feel themselves to be a victim of bullying they must report the incident at once to a member of staff.

3.3 The school, wherever possible, will promote proactive school systems and procedures which promote our inclusive supportive ethos and positive relationships with which differences are acknowledged and accepted. These may include:

- Vertical Tutor Groups
- Mentoring

Other proactive strategies, such as improvements to the physical environment or the use of supervision, may be implemented to prevent or reduce bullying.

3.4 The school acknowledges different types of bullying, including: bullying related to race, culture or religion; bullying related to special educational need (SEN) or disabilities; bullying related to appearance or health condition; bullying related to sexual orientation; bullying of young carers or looked after children or otherwise home related circumstances; sexist or sexual bullying. This will help to ensure that everyone in the school community is kept properly aware.

3.5 The school is aware that bullying can take place between pupils, between pupils and staff or between staff. It can involve individuals or groups and be face-to-face, indirect, or use a range of cyber-bullying methods.

3.6 The school is aware of the potential vulnerabilities of particular groups of children: children with special educational needs, children who are looked after, children from an ethnic minority background and traveller children.

3.7 To allow the school staff to be as effective as possible in dealing with bullying, relevant staff will have access to appropriate professional development.

4. THE PUPIL

4.1 To convey how seriously the school regards bullying behaviour the following steps will be followed to deal with incidents:

- (a) the bullied pupil will have the opportunity to be listened to
- (b) the bully will have the opportunity to be listened to

4.2 Staff will make a written record of their discussions with both parties (if appropriate).

4.3 The form teacher and/or senior colleague will act as counsellor to monitor developments and report any repetition of any incidents directly to the parents.

4.4. Both bully and victim will be given time to talk and express their feelings in a controlled environment.

4.5. Any sanctions imposed must be seen as reasonable and acceptable.

4.6. Bully and victim will be allowed a fresh start.

5. PARENTS

5.1 The school will make every effort to contact the parents by telephone on the day of the bullying to inform them of the events.

5.2. The parents will be invited to respond to 5.1 in writing.

5.3. Copies of all reports will be placed in the respective pupils files.

5.4. Parents of the bully will be informed that bullying is not acceptable to the school and they will be notified of the likely course of action should a repetition occur. The support and co-operation of parents will be enlisted.

Signed on behalf of the Governing Body:

Chair

Date