



ROSEBROOK PRIMARY SCHOOL

Anti-Bullying Policy

Updated:	September 19
Approved by Governors :	
Next Review Date:	September 22

1. Aims of the Policy

- To raise awareness of bullying issues
- To prevent the occurrence of bullying
- To ensure incidents of bullying are effectively and seriously managed
- To provide a safe, caring environment

2. Definition of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time and where it is difficult for victims to defend themselves. It is deliberate and not accidental.

- It can be verbal, physical or emotional
- It could be enacted by electronic means
- It includes racial harassment and any irrational hatred of individuals who are of a different race, colour, culture or gender.
- It is sometimes aimed at individuals with disabilities

Bullying often involves the person doing the bullying having some sort of power over the victim. Usually with children, it can be a bigger child, having a gang of friends or having something that another child wants.

Children will often fall out with friends or say unkind things when they are angry, but this is different from bullying.

We also recognise that bullying happens when children do not have enough to do. At our school, we encourage children to join in playground games led by lunchtime supervisors, other adults outdoors and pupils at lunchtime, and at break times, children are encouraged to play games with the playground equipment provided.

Children are encouraged to join activity and sports clubs after school.

We provide a range of methods of communication for children who have concerns over and above reportable incidents: the School Council provides a forum for discussion about anti-bullying strategies; the Junior Leadership Team can be approached and there is a "worries" box for anonymous or private comments.

3. Procedures

Bullying will not be tolerated so everyone needs to be aware of the procedures. The spectator syndrome will not be tolerated either.

All incidents of bullying should be reported and recorded on cpoms as a matter of urgency. **Pupils** will be encouraged to report bullying to any member of staff in school. That could be by talking to the class teacher or to a member of the Senior Leadership Team; they will help decide what to do. They may bring parents or a friend to support them in this.

Teachers must

- Talk privately with the child and choose one or more of the following:
 - Talk to both the bully and the victim together
 - Talk to the bully alone
 - Talk to the whole class about bullying.
- Record the incident on cpoms.
- Help the child think of strategies he/she can use to avoid repeating this pattern of behaviour.
- Agree consequences.
- Offer support to the victim.
- Speak with all parents.

Parents should report the problem to the class teacher or member of the Senior Leadership Team.

The **Senior Leadership Team** will

- Decide on which action to take which could involve
 - Speaking to both victim and bully
 - Speaking to parents
 - Imposing sanctions
- Record the incident on cpoms.
- If the bullying is repeated, contact parents of the bully by letter inviting to a meeting with the Headteacher.
- instigate one day internal exclusion if there is further bullying (with approval from the Headteacher).
- issue 1 day fixed term exclusion (which will be recorded on the child's school record) if any further bullying occurs. (with approval from the Headteacher).

The Senior Leadership Team will also review any incident, reassure the victim and report on progress to both the bully's parents and the victim's parents.