



ANTI-BULLYING POLICY

Vision Statement

In a safe and caring Christian setting, through inspirational teaching, challenge, awe and wonder, this school's goal is to enable all children to become confident life-long learners to achieve their full potential.

Introduction

At Rauceby School all staff actively encourage children to be considerate and kind to others and to appreciate that, although we are all different with different interests, strengths and weaknesses, we are part of a community. For this community to be successful we must work and play together with mutual respect and regard.

We have defined bullying as deliberately hurtful behaviour repeated over a period of time, which may be verbal (including racism), physical, social (including cyber bullying) or psychological.

What we as a school can do to stop bullying

Be a 'telling school' where anyone who sees bullying, or has it done to them, tells an adult.

- Inform the parents/carers of the bully of what has been happening where appropriate.
- Make the consequences of bullying known to all the children.
- Show all the children how to walk away from a bully.

The 'no blame approach'

This approach is used as a method of dealing with the rare incidences of bullying that occur. Using this method, the bullying is the focus not the bully. The no-blame approach adopts a seven-step response to incidents of bullying:

- The teacher interviews the pupil who has been bullied.
- The teacher convenes a meeting with the people involved.
- The teacher explains the problem.
- The group shares the responsibility. The teacher asks the group for their ideas.
- The teacher leaves it up to them to implement.
- The teacher meets with the group, after a few days, to review the progress made.

- The teacher will decide who, at this stage, needs to be informed.

What should pupils do if they think they are being bullied?

Pupils should tell someone – it could be their teacher, parent/carer or any other adult in school.

What should the pupils tell an adult?

- Who has been bullying you?
- How long has this been going on?
- How many times has this happened to you?
- Has anyone seen this happen? If so, who?
- Has anyone else been bullied by the same person?
- Have you told anyone else about this before?
- Was anything done about it?
- Have you done anything unhelpful that has not helped the situation?

What should a pupil do if they witness bullying?

- Tell an adult in school.

What should parents do about bullying?

Parents should inform school if they think their child is being bullied or is bullying other children. The symptoms at home of children being bullied or who are bullying can sometimes be very similar. With older children it might be useful to refer to this policy and the home-school agreement. With all children, parents and/or carers should talk about the problems of bullying with their child.

What action will our school take?

- The school will always make its first priority the immediate physical safety of our pupils.
- A teacher will lead the ‘no blame’ sessions – following carefully the procedures that are laid down.
- If this does not resolve the issue, the incident may be referred to the deputy headteacher and then to the headteacher.
- All reports of bullying from staff will be logged and recorded by the headteacher in the Records of Bullying File, stored in the headteacher’s office.
- The headteacher may inform parents and/or carers of the facts so far established and what has been done so far.

- The parents and/or carers may be asked to meet with the headteacher separately.
- If the 'no-blame' approach does not work a meeting will be called where both parents and/or carers meet with the headteacher to discuss the way forward
- If the issue continues to be unresolved, actions may include:
 - Team Around the Child (TAC) Procedures adopted
 - Further support and counselling to all individuals involved
 - Developing strategies to tackle the behaviour alongside parents, the headteacher and other agencies where applicable
 - Various withdrawals of privileges
 - Fixed term exclusion from School
 - Permanent exclusion from School, though only in extreme cases and as a last resort

Review

The governing body, headteacher, staff and pupils view bullying as a very serious impairment of our school's normal work and life, even though incidents are very small in number. They will therefore keep this policy under regular review with a report to the governing body once a year.

Agreed by Headteacher/PSHE and Safeguarding Governor : June 2017

Next review: June 2019