



Anti-bullying Policy

Revised November 2021

At Rokesly Every Child Matters In Every Way

The Rokesly Vision...

Our community is warm and welcoming

Learning is fun and fascinating

We celebrate the things that make us special

We challenge ourselves to go further

Statement of intent

We are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. We use a confidential '**TALK BOX**' system to support children.

What is Bullying?

We define bullying in our Positive Behaviour Policy as '**deliberate and persistent intimidation of another person**'. Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence or unwanted physical contact
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email & internet chat room misuse
mobile threats by text messaging & calls
misuse of associated technology i.e. camera & video facilities

Why is it Important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, children, parents and carers should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- **Racist/sexist behaviour/negative attitude to disability will not be tolerated – see [Response to racist incidents appendix](#)**
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Report bullying incidents to staff.
2. We will ensure that the victim is always supported.
3. In cases of serious bullying, the incidents will be recorded by staff, using pro-forma and given to the head teacher.
4. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. We will work on helping the bully (bullies) change their behaviour

Outcomes

1. The bully (bullies) will be asked to genuinely apologise.
2. Sanctions will be applied (in line with our behaviour policy).
3. If possible, the pupils will be reconciled.
4. The parent/s of the bully will be asked to discuss the behaviour with him/her.
5. In serious cases exclusion may be considered.
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We use PSHE sessions to help children to prevent bullying.

As and when appropriate activities may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) www.ace-ed.org.uk Advice (Mon-Fri 10-5) **0300 0115 142**
KIDSCAPE www.kidscape.org.uk Parents Helpline (Mon-Fri 10-4) **020 7823 5430**
Family Lives <http://www.familylives.org.uk> Helpline (9am-9pm) **0808 800 2222**
Bullying Online www.bullying.co.uk



Response to racist incidents:

Procedures

Report all incidents of racist behaviour to a member of staff as soon as possible.

This could be by:

- Writing a note which can be handed to the class teacher or the office – indicating that it is a racist incident
- Children may make staff aware of an incident by talking to staff or using our confidential 'TALK BOX' system
- Phoning or emailing the school office
- Speaking directly to the member of staff that you feel most comfortable talking to – all of our staff will report and act on your concerns
- Speaking with the class teacher privately and describing the incident
- Telling a senior member of staff e.g. Head teacher or Deputy Head teacher (either on the gate or by making an appointment)

We will ensure that the victim is always supported.

All racist incidents will be recorded on the pro forma and stored centrally.

The racist incident will be investigated quickly.

Parents of perpetrator and victim will be informed.

Action will be taken to address the incident with the perpetrator and to work on helping to change the behaviour

Outcomes

1. The perpetrator will be asked to apologise.
2. Sanctions will be applied (in line with our behaviour policy), where appropriate.
3. The incident will be discussed and any follow up work will be identified.
4. The parent of the perpetrator will be asked to discuss the behaviour with him/her.
5. Follow-up whole class work related to the incident.
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to identify any patterns of behaviour.

Prevention

Our curriculum is designed to foster an ethos of empathy, respect and understanding and to challenge racism.

As and when appropriate activities in school will include:

- Reading and sharing stories relating to difference
- Using topics/stories which reflect our diverse community
- Teaching sessions designed to give children confidence in reporting racist incidents
- PSHE sessions focussed on difference
- Displays reflecting the diversity of the school community
- Using resources / curriculum content that reflect our diverse community
- Inviting visitors such as experts, community representatives and parents in to school as role models

All staff are vigilant with regard to behaviour among children, and will look out for, and respond to, incidents and reported incidents of discrimination.

Please do not be reluctant to report an incident. Please encourage your child to use 'TALK BOX' or talk with an adult that they feel comfortable with. Even small incidents must be dealt with quickly and effectively.

This policy is reviewed annually

Racist / discriminatory incident report



Child's name	Class
Reported by	Date

Description of incident
Reported to
Parents informed
Action taken

Signed _____