



# ***Raysfield Schools***

## ***Anti-Bullying***

### **Rationale**

Bullying is a pervasive form of aggression, that may be physical, emotional or both. It is recognised that pupils who are bullied have low self-esteem, feel disconnected from school and make less academic progress than their peers. Long term effects include anxiety and depression. Bullying has a negative impact across the whole school: the victim, the bully, the by-standers and the larger school community. At Raysfield Schools we believe that no one deserves to be a victim of bullying: everyone has the right to be treated with respect.

### **Aims**

At Raysfield Schools we aim to give all our pupils opportunities to:

- Understand what is meant by 'bullying'.
- Understand that bullying comes in many forms, including cyber-bullying.
- Understand that if a child does experience bullying behaviour, that it is not their fault.
- Give all children a range of strategies so that they can feel confident they know how to deal with bullying behaviour whenever they might encounter it in life.
- Help children involved in bullying behaviour understand why it is so hurtful to the child on the receiving end.
- Share with their parents ways in which **the school** will support their child if they believe that they are experiencing bullying behaviour.
- Share with their parents ways in which **they** can support their child if they believe that they are experiencing bullying behaviour.

### **Guidelines**

Our 'Anti-bullying' message is an integral part of our PSHE provision and is delivered in the following ways:

- The Happy School Plan in the Infants and Raysfield Respects in the Juniors (reinforced by the high profile of our 'Star Award' in Effort Service).
- The Thin Ice Book.
- Behaviour plans are put in place where a child needs additional support.
- Assemblies / SEAL.
- Teachers put a great deal of emphasis on promoting desirable behaviour and exploring inappropriate behaviour through circle time, discussing events that occur during the school day, through the metaphor of stories.
- Internet safety is taught within the ICT curriculum.
- Specific intervention groups when necessary, Crafty and Crash Club.
- 'Positive Behaviour Week'. During this time, activities will be designed to: promote friendly behaviour; discuss the definition of bullying; explore strategies children might adopt if they are

exposed to bullying. This will be timetabled to be in line with National Anti-bullying Week so that pupils can take part in any competitions / access resources available to them.

- During 'Positive Behaviour Week', an information leaflet will be sent out to parents.

## **Definition of bullying**

**Bullying might be in the form of physical or emotional hurt (e.g. name calling teasing, taunting, gestures, blackmail, intimidation, cyber-bullying, homophobic, transphobic, disabled and racial abuse) that happens several times on purpose (STOP). Bullying is a repeated, deliberate act to hurt. It is something that happens over a period of time: it does not include one-off acts of unkindness or 'falling out'.**

## **Procedure in the event of bullying behaviour being reported**

1. If bullying is suspected / reported, the member of staff who has been approached will deal with the incident immediately.
2. A clear account of the incident will be given to the Head Teacher.
3. The Head Teacher will speak to all concerned and will record the incident in the 'Thin Ice Book' and log in the Racial Incidents and Bullying log (RIABL)
4. All staff will be kept informed to enable monitoring to take place.
5. Parents will be kept informed as appropriate and a behaviour plan drawn up to deal with the problem.
6. Anyone who has been bullied will be supported through opportunities for discussion, reassurance as well as restoration of self-esteem and confidence by suggesting strategies which could be used in the future.
7. Children involved in bullying behaviour will be helped by discussion, establishing why their behaviour was wrong and developing strategies to help establish a positive change.
8. Outside agencies might be contacted to support the school / child / family where appropriate.
9. Disciplinary steps will be taken in accordance with the Behaviour Policy, Disciplinary Procedures Policy and Health and Safety Policy.
10. The school will further raise awareness of our commitment to 'anti-bullying' through the PSHE curriculum provision outlined above.

## **Conclusion**

We are aware of the effects of bullying behaviour on an individual's wellbeing (physical and emotional) and ability to learn.

We take 'bullying' very seriously at Raysfield Schools and bullying by pupils, staff, parents or visitors will not be tolerated.

At Rayfield Schools, we pride ourselves on proactively preparing our pupils to deal with bullying behaviour if /when it arises in their lives. We believe that everyone, including by-standers, has a responsibility to eliminate bullying within our schools.

*We take opportunities to maximize positive impacts for sexuality, disabled and non-disabled people, people of different ethnic, cultural and religious backgrounds, girls, boys, men and women.*

## **Links**

Behaviour Policy, Disciplinary Procedures Policy, Health and Safety Policy, Confidentiality, Whistle Blowing Policy

**Ratified**

**January 2017**

**Review May 2017**