



The Ridgeway CE Primary School

'Building for Life'

Anti-bullying Policy

Introduction

Our Christian school values are at the heart of everything we do at The Ridgeway. They provide our children with support and guidance throughout school and allow them to make positive and informed decisions about how to be caring and respectful to those around them. We are committed to providing our children with a caring and safe environment without the fear of bullying. Bullying affects everyone not just the person doing the bullying or receiving it. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, no one child or adult should have to accept this kind of behaviour. Only when bullying is addressed will a child have the best opportunities to succeed in all aspects of school life.

Definition of bullying

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power it can happen face to face or online. (This definition is provided by the Anti-Bullying Alliance, UK)

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, taking belongings, spreading hurtful and untruthful rumours)
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact or sexually abusive comments.
- Homophobic - because of, or focusing on the issue of sexuality.
- Verbal – Name calling, sarcasm, spreading rumours, teasing, making offensive comments.
- Cyber - All areas of internet, such as e-mail and internet chat room misuse, Mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities.

If bullying does occur, we want our children and staff to speak out and to know that all incidents will be taken seriously and dealt with promptly. We believe that as a community we all have a responsibility to support one another. Bullying is wrong and damages individual children and we do all we can to prevent it by developing an

ethos in which bullying is unacceptable and which encourages our children to speak to member of staff if they witness bullying.

Parental partnership

We ask parents to work in partnership with us by:

- Looking for Signs and Symptoms - A child may indicate by signs or behaviour that he or she is being bullied e.g.- Changes their usual routine, is unwilling to go to school (school phobic), becomes withdrawn, anxious or lacking in confidence, feels ill in the morning, begins to do poorly in school work, is afraid to use the internet or mobile phone
- Taking an active role in their child's education - talking to their child about how their day has been, who they had lunch with for example, how their day has gone, who they played with.
- Communicating with the school immediately if they feel their child is being bullied or if they suspect their child is the perpetrator of bullying. Pupils and parents should be assured that **their concerns will be taken seriously and appropriate action will be taken**. They will be supported when bullying is reported.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use a class session as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being sanctioned.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The role of the teacher and all support staff

All staff at our school take all forms of bullying seriously. Teachers take both proactive and reactive steps against bullying by following our PSCHE programme, Jigsaw, discussing issues concerning bullying as a whole class and incorporating strategies and messages about anti bullying and keeping safe through a number of curriculum areas. The messages are repeated through our playground procedures, our school values, and during Anti-bullying week. Teachers support all children in their class and establish a climate of honesty, respect and caring for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

We have robust systems in place to ensure that poor behaviour from children doesn't lead to a sequence of events that could become bullying. This in turn affords all of our children the opportunity to explore life in all its fullness with confidence. The school's staff are all well trained in being observant and using the necessary 'Action Record' forms to log any behaviour that doesn't fit with what we expect through our school vision and associative values. This is then logged in our Safeguarding system to ensure that a chronology of events is logged, allowing us to identify negative patterns and areas that need to be urgently addressed.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying behaviour. We spend time talking to the child who has been bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the special needs co-ordinator. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.

Actions when bullying is suspected:

Bullying incidents will be recorded by staff using the 'Action Record' system. All incidents will be thoroughly investigated and the incident, investigation and outcomes will be recorded. Parents will be informed and will be asked to come into a meeting to discuss the situation.

Outcomes:

The bully (bullies) will be asked to reflect on the impact of their behaviour and may be asked to genuinely apologise. The school behaviour sanctions will be applied as appropriate and in serious cases, fixed term exclusion will be considered. If possible, the pupils will be reconciled and/or agreement reached for playtime protocol. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Off Site Bullying

The school has an enduring interest in the welfare and conduct of its pupils and will respond to any information it receives about bullying outside of school. Staff will investigate the incidents and if bullying is suspected take action, as recorded above. If the bullying involves a child from another school, the Head teacher of that school will be informed and invited to deal with the matter.

Record Keeping

A written record of any incidents will be kept on our 'Action Record' system and appropriate staff will be informed about the incident.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's behaviour/bullying records, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Reviewed: September 2026

Next Review: September 2027