

Anti-Bullying Policy

**'Nurturing Individuality, Growing Together,
Embracing Community'**



**“The second is this: ‘You shall love your neighbour as yourself.’
There is no other commandment greater than these.”**

Mark 12:31

**This policy has been written to underpin our core values of being
Responsible, Caring, Fearless and Secure, with particular reference to our Christian values.**

'Nurturing Individuality, Growing Together, Embracing Community'

Roehampton Church Forest School (RCFS) is a proudly Christian school, where our Christian vision is underpinned by the verse, *'How good and pleasant it is when God's people live together in unity'*.

Psalm 133:1

RCFS is a community where everyone is welcomed and respected and where every person commits to our school values of being responsible, caring, fearless and secure. These values sit alongside our Christian values of Respect, Service, Courage, Generosity, Friendship, Compassion, Peace, Perseverance, Forgiveness, Thankfulness and Truthfulness, which permeate throughout the life of our school. Our Christian values encourage all to make the world a better place through love, knowledge and understanding.

Intent:

At RCFS, we are committed to creating a supportive, caring and safe environment for all of our pupils in which they can learn without fear of being bullied. **Bullying of any kind is unacceptable in our school and will not be tolerated.** If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively, and feel supported.

WHAT IS BULLYING?

Any repeated words or actions, which are aimed at causing someone to feel frightened, miserable and helpless in school. There are many definitions of bullying, but it is considered to be:

- deliberately hurtful
- repeated over a period of time
- difficult for victims to defend themselves against.

Bullying can take many forms, including:

Emotional - excluding, tormenting, threatening behaviour.

Physical - hitting, kicking, pushing or any use of violence.

Verbal - name calling, sarcasm, teasing, spreading rumours.

Extortion - demanding money/goods with threats.

Cyber - all areas of internet, email and internet chatroom misuse. Threats made via mobile text messaging and calls. Misuse of associated technology e.g. camera and video technology including those on mobile phones.

Racist - racial taunts, graffiti, gestures.

Sexual - unwanted physical contact, sexually abusive comments.

Homophobic/Transphobic – because of, or focusing on the issue of sexuality.

At RCFS, we believe:

- Everybody has the right to come to school and to feel safe from any form of ongoing unkindness, threats or violence.
- We can only help if children are willing to seek/tell an adult as soon as an incident occurs.
- People who are bullied need to learn strategies on how to best deal with bullying.
- People who choose to bully need to be stopped and supported in understanding that this behaviour is unacceptable, and how it impacts on other's emotional wellbeing.

At RCFS we acknowledge that not all conflict between children is bullying. Children can find themselves in disagreement, and falling out, without an imbalance of power, repetition and/or malicious intent. **These experiences of conflict can be upsetting for those involved, but they are not bullying.** We are fully committed to dealing quickly and effectively with any conflicts so that situations do not escalate further and bullying does not develop.

How can we prevent bullying?

As a school, we are committed to not only dealing with bullying, but to do all that we can to prevent it happening in the first place.

- We seek to build self-esteem in pupils and to develop tolerance and acceptance of others. We use curriculum time during PSHE lessons, ELSA, Collective Worships and subject areas, as appropriate, to explore issues around bullying and consider other people's points of view and help our pupils learn how to manage their relationships and communication with others.
- Positive and supportive behaviour is regularly praised by all staff.
- Buddies and friendships groups operate in the school playgrounds.
- Anti-bullying is regularly on the agenda for staff meetings and on a termly basis as part of Collective worship and PSHE to raise awareness for all pupils.
- Parent and pupil surveys are completed annually at RCFS, including questions about bullying and feeling safe at school. The data that is collected from these surveys helps us to see which areas work effectively in relation to bullying and which areas we need to develop.
- The anti-bullying policy is available on the school website.
- We have Place 2 Be onsite to support all of our children, parents and staff.
- All staff attend safeguarding training annually.

Reporting and recording bullying

We encourage pupils to speak to an adult in school if they are being bullied and we take the disclosure seriously and will act upon it immediately.

If any member of staff is approached by a pupil, they have the responsibility to listen and pass on the details to the relevant class teacher, Deputy or Head teacher (the class teacher will then investigate and follow up). All appropriate people will be kept informed during the period of investigation and follow-up. Once the investigation has been completed, the action that is required will be determined and communicated to all appropriate people.

The following sanctions may be applied: a warning or time out to cease offending, being moved to a different playground or internal exclusion from certain areas of school premises. Some of our most serious sanctions including exclusion may be used in cases of severe and persistent bullying.

PUPILS

If you are being bullied in school:

- Do not listen to the bully when they say that you will be in trouble if you talk to someone. You are not doing anything wrong - the bully is.
- Talk to an adult that you trust, and take a friend with you if it helps.
- What you say will be passed to your class teacher.
- If you need somewhere to be safe, there will be a place for you to go while the problem is being sorted out. Your class teacher, SENCo, Deputy or Head teacher will organise this for you.

If you see someone being bullied in school:

The best thing you can do to help is to tell an adult.

Pupils who have bullied will be helped by:

- RCFS will support the victim and also support the bully, in order for the bullying to stop.
- If on the rare occasion a child is bullying, they will be encouraged to discuss the incident to establish how it could have been prevented.
- Parents/carers will be informed and their support sought to resolve the situation.

STAFF

If a pupil says they are being bullied, staff will:

- Listen to what the pupil has to say.
- Take it seriously.
- Record what they have said and pass the information to the appropriate adult.
- Make it clear that they have made the right decision to share their experience.
- Offer the support of a safe room/area if it is necessary.

PARENTS

If you feel your child is being bullied or is bullying in school we ask that parents:

- Inform the school immediately and don't take the issue into your own hands.
- Listen to your child, but don't put words into their mouths.
- Encourage your child to speak to a member of staff as soon as possible.

Recording

When bullying incidents are reported to staff, they will be recorded in Horizons/CPOMs and reported to the appropriate adult.

The class teacher, SENCo, Deputy or Head Teacher will carry out a full investigation and incidents will be treated in confidence and with sensitivity.

Class teachers will be kept informed.

Parents will be kept informed.

If necessary and appropriate, the police will be informed.

Responding to bullying

All bullying incidents are responded to promptly. The Inclusion team will organise any appropriate interventions or programmes to help the child or children involved. These interventions may include peer support and Playground Buddies. We may also offer Social Skills or Self Esteem programmes where appropriate. Class teachers may offer further support through PSHE lessons and circle time with their class.

For the child or children who have been bullying, they will meet with their class teacher or key stage leader in the first instance, or possibly the Deputy Head or Head Teacher depending on the severity of the incident. At the most serious level, the Chair of Governors would also be involved. If bullying persists and is reported to the Chair of Governors, this may result in fixed term or permanent exclusion. However, it is our intention that through our various intervention programmes, we can deal with the bullying before it escalates into exclusion.

Wherever appropriate, the parents of both the child who is being bullied and the child who is doing the bullying will be informed immediately by a member of the Senior Leadership Team and will be invited to a meeting. This support from the SLT will continue until the issue is fully resolved.

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