



ANTI-BULLYING

STATEMENT OF INTENT

1.1 Riverside believes everyone has the right to be respected and the responsibility to respect others. We are committed to promoting and developing a school ethos where bullying behaviour is regarded as unacceptable and to ensure a safe and secure environment is sustained for all pupils. We believe all pupils should be able to reach their potential: academically, socially and personally through learning and playing in a supportive, caring setting.

AIMS AND OBJECTIVES

2.1 At Riverside we aim to:

- prevent behaviour deemed as bullying
- have high expectations of behaviour
- promote positive behaviour
- be explicit in the types of behaviour that is unacceptable including: sexual harassment, sexual violence or the use of discriminatory language
- foster pupils' self-esteem and help them to build positive relationships with others
- build trust and understanding
- create an awareness of how actions and behavior have an impact on those around us
- help pupils develop their understanding and ownership of their behaviour and accept their behaviour as a choice.

2.2 Riverside's Behaviour Principles:

- Every pupil understands they have the right to feel safe, valued and respected, and to be able to learn free from the disruption of others.
- All pupils, staff and visitors are free from any form of discrimination.
- Staff set an excellent example to pupils at all times.
- Rewards and sanctions are used consistently by staff.
- Behaviour policies are understood by pupils and staff.
- Pupils are helped to take responsibility for their actions.
- Families are involved in behaviour incidents to foster good relationships between the school and pupils' home life.

CONTENT AND PROGRESSION

3.1 **Pupils reporting bullying:**

- Pupils are encouraged to report any form or incidences of bullying to a member of staff.
- Staff will listen to pupils and speak to all those involved.
- Victims of bullying will be reassured; pupils feeling safe at school is Riverside's priority.

- Staff will report to a member of SMT, SLT or a DSL.

3.2 Senior Staff Involvement

- SMT will identify the problem and suggest possible solutions to pupils.
- SMT will engage pupils in making choices about how the matter is resolved.
- SMT will monitor the situation.
- SMT will report to SLT.
- SLT will ensure those involved have had the opportunity to be heard.
- SLT will ensure allegations and incidents are investigated and monitor suggested resolutions.
- SLT will report to the Headteacher.
- The Headteacher will log allegations of bullying.

3.3 Role of parents/ carers:

- Look out for unusual behaviour in your child for example they may suddenly not wish to attend school, feel ill regularly in the morning, stops eating, begins to underperform at school or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
- If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your concerns will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not take matters into your own hands by approaching that child or family on the playground. Please inform the school immediately.
- Tell your child that it is not their fault they are being bullied
- Please advise your child not to become physically or verbally aggressive as a solution.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform the school. We can work together to solve the problem.

3.4 Creating an anti-bullying climate:

Riverside promotes positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social wellbeing and include and support each other regardless of culture, gender, academic or physical ability. This will be achieved through various methods including: assemblies, the curriculum, PSHE and RSE, Place2be, Mental Health First Aiders (this list is not intended to be exhaustive)

Action taken when bullying is suspected

4.1 If bullying is suspected, a member of staff will talk to the suspected victim, the suspected bully and any witnesses. Help, support and counselling will be given as is appropriate to both the victims and the bullies. If any degree of bullying is identified, the following action will be taken:

4.2 The **victims** are supported in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher or another member of staff if they choose
- informing the victims' parents/carers
- by offering continuing support when they feel they need it; a Place2Be counsellor is available at school if required
- if necessary, arranging for them to be escorted to and from the school premises by a senior member of staff
- by taking one or more of the disciplinary steps described below to prevent more bullying

4.3 We also discipline, yet try to help the **bullies** in the following ways:

- by talking about what happened, to discover why they became involved
- by monitoring behaviour over an agreed period

- informing the bullies' parents/carers
- by continuing to work with the bullies in order to eradicate prejudiced attitudes as far as possible
- by taking one or more of the disciplinary steps described below to prevent more bullying

4.4 Disciplinary steps

- A verbal warning to stop offending by the SLT
- The bullies' parents/carers are informed
- A behaviour report is issued which must be completed at each session, including playtimes, and monitored by the SLT at regular intervals throughout the day. The length of time is set at the start
- Exclusion from the school playground or classroom throughout the day
- Formal meeting with parents and the Headteacher/other members of the SLT
- Exclusion from school for a fixed period. Parents have the responsibility of escorting the pupil to and from the school premises.
- Exclusion from school for a major fixed period or an indefinite period. Parents have the responsibility of escorting the pupil to and from the school premises.
- Permanent exclusion after consultation with the Chair of Governors

SPECIAL FEATURES

5.1 Bullying is usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

5.2 Bullying can occur through several types of anti-social behaviour. It can be:

- emotional – e.g. excluding, tormenting, ridicule, humiliation
- verbal – e.g. name calling, threats
- physical – e.g. pushing, kicking, hitting, other forms of violence
- racial – e.g. racial taunts, gestures, making fun of culture or religion
- sexual – e.g. unwanted physical contact or sexually abusive or sexist comments
- homophobic – e.g. because of/or focussing on the issue of sexuality
- online/cyber – e.g. sending offensive text messages, offensive e-mails, abusing the victim via social media
- any other unfavourable or negative comments, gestures or actions made to someone relating to their disability, special educational needs, culture, religion, gender or perceived area of weakness.

5.3 The personnel sub-committee monitor behaviour throughout the school. The Headteacher is required to report any incidents of bullying to the committee, which meets each term.

5.4 Exclusions are monitored by the governing body. The Headteacher is required to report exclusions to governors. Governors' meetings are held each term.

*For further information, please refer to **behaviour** policy.*

LINKS WITH EXTERNAL AGENCIES

- **The Education Welfare and Attendance Service**
- **Learning Support Services**
- **Youth Offending Team**