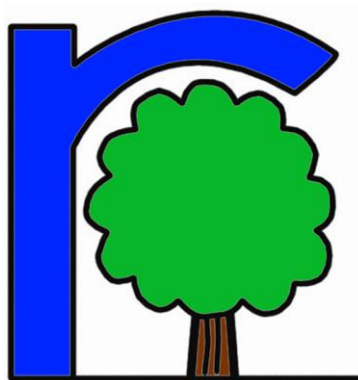


RADFORD PRIMARY SCHOOL



Anti-Bullying Policy

Bullying, Racial and Sexual Harassment Incidents

Code of Practice

1. Statement of Intent

Radford Primary School is aware of its responsibility for the promoting of harmony and understanding. We are committed to creating a positive climate that will enable everyone to work free from intimidation and harassment and to achieve their full potential.

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

Therefore: -

We will use all the powers and resources at our disposal to eliminate incidents of bullying, racial and sexual harassment.

We will ensure:

- That any complaint of bullying, racial or sexual harassment is promptly investigated.
- That everyone is aware of their responsibility and of the procedures to challenge & report such incidents.
- That victims are given appropriate support.

We will work with parents, communities and other agencies to ensure that it is clearly understood that bullying, racial and sexual harassment is unacceptable.

2. Definition of Bullying Incident.

ANY form of behaviour, which has the intention of intimidating, humiliating, ridiculing or undermining a person/group of people.

Bullying behaviour is

- generally persistent
- deliberately hostile
- involves an imbalance of power
- causes distress

Such behaviour may include:

- i. Assault on persons/property
- ii. Name calling, insults, jokes
- iii. Extortion
- iv. Provocative behaviour
- v. Verbal abuse/threats
- vi. Threats involving other children (bigger/older etc.)
- vii. Derogatory references to gender, disability or sexuality etc.

Bullying may also be any interaction between two (or more) people, which they find acceptable but is perpetrated with the intention of harassing others.

Under no circumstances will we tolerate any form of bullying and all incidents of bullying will be dealt with promptly and effectively.

Aims and Objectives

- To develop a school environment that is both safe and secure for all pupils.
- To have in place established systems that will deal with incidents of bullying.
- To develop confident children who will notify staff of any incident of bullying.
- To inform everyone connected with the school of the school's anti-bullying policy.
- To work with other schools to share good practice in order to improve this policy.

Role of the Governing Body

The Governing Body will not condone any bullying and has:

- delegated powers and responsibilities to the Headteacher to eliminate all forms of bullying and to keep records of all incidents of bullying;
- delegated powers and responsibilities to the Headteacher to ensure all school personnel and visitors to the school are aware of and comply with this policy;
- responsibility for ensuring that the school complies with all equalities legislation;
- nominated a designated Equalities governor to ensure that appropriate action will be taken to deal with all prejudice related incidents or incidents which are a breach of this policy;
- responsibility for ensuring funding is in place to support this policy;
- responsibility for ensuring this policy and all policies are maintained and updated regularly;
- the responsibility of involving the School Council in the development, approval, implementation and review of this policy;
- responsibility for the effective implementation, monitoring and evaluation of this policy

Role of the Headteacher

Under Section 157 of the Education and Inspections Act 2006 the Headteacher has a duty to encourage good behaviour, the respect for others and to prevent all forms of bullying among pupils.

Therefore, the Headteacher will:

- implement this policy;
- ensure that all school personnel are aware of the policy;
- work to create a safe, secure, caring and friendly school environment for all the children;
- ensure that all pupils understand that bullying is wrong through PSHE and school assemblies;
- ensure that all parents are aware of this policy and that we do not tolerate bullying;
- respond and deal with all incidents of bullying;
- keep records of all incidents of bullying;
- provide leadership and vision in respect of equality;
- provide guidance, support and training to all staff;
- monitor the effectiveness of this policy;
- annually report to the Governing Body on the success and development of this policy

Role of School Personnel

School personnel will:

- comply with this policy;
- be aware of the signs of bullying in order to prevent bullying taking place;
- take all forms of bullying seriously;
- encourage pupils to report any incidents of bullying to any member of the school personnel;
- report all incidents of bullying;
- raise awareness of the wrongs of bullying through PSHE;
- use preventative strategies such as circle time and buddy systems;
- undertake the appropriate training;
- implement the school's equalities policy and schemes;
- report and deal with all incidents of discrimination;
- attend appropriate training sessions on equality;
- report any concerns they have on any aspect of the school community

Role of Pupils

Pupils must:

- be aware of and comply with this policy;
- report if they are being bullied;

- report if they see someone being bullied;
- discuss ways of preventing bullying through the school council
- listen carefully to all instructions given by the teacher;
- ask for further help if they do not understand;
- treat others, their work and equipment with respect;
- talk to others without shouting and will use language which is neither abusive nor offensive;
- follow the school rules to ensure the smooth running of the school;
- liaise with the school council;
- take part in questionnaires an

Role of the School Council

The School Council will be involved in:

- discussing improvements to this policy during the school year;
- organising surveys to gauge the thoughts of all pupils;

Role of Parents

Parents must:

- be aware of and support this policy;
- report to the school any concerns they have of their child being bullied;
- be assured that the school will deal with all incidents of bullying;
- be assured that they will be informed of incidents and will be involved in discussions;
- be asked to take part periodic surveys conducted by the school;
- support the school Code of Conduct and guidance necessary to ensure smooth running of the school

Incidents

- All reported incidents are investigated and dealt with.
- Parents are informed of all events and what actions have been taken.
- Records will be kept of all incidents and their outcomes.

Counselling

- Counselling and support mechanisms are in place to help those who have been bullied.
- All perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.
- The learning mentor will provide support sessions for the bully and victim as necessary.

Definition of Racial Incident

“any incident which is perceived to be racist by the victim or any other person”

"All those unwanted actions by a person or group of people, directed at ethnic or cultural origin, which cause humiliation, offence or distress or interfere with their performance or create an unpleasant working environment and which are motivated by racial considerations"

E.g. a child moving out of a class line saying or otherwise intimating that s/he does not want to stand next to a Pakistani child.

Definition of Sexual Harassment Incident

"Any form of behaviour which has the effect of offending, intimidating, humiliating, ridiculing or undermining a person and which is sexually motivated".

Such behaviour may include:

- Assault, including "touching"
- Name calling/insults/jokes
- Graffiti
- Sexist comments
- Verbal abuse/threats
- Provocative behaviour
- Discrimination

Dealing with bullying, racial and sexual harassment incidents in school.

Procedure

- i. The reporting member of staff completes a bullying, racial or sexual harassment incident form, gaining as much detail of the incident as possible, immediately after the incident, (support from other members of staff, e.g. cover for class may be required - it is expected that it will be asked for.)
- ii. A red card will be given to the child and a letter sent home to inform parents. Parents are asked to return the acknowledgement slip.
- iii. Parents will be asked to contact the Headteacher to discuss the situation.
- iv. If necessary DSP to contact social care and seek advice.
- v. The situation will be discussed at the safeguarding meeting and decisions made on actions to be taken to support the victim and understand and change the behaviour of the perpetrator. If necessary enlist support from outside agencies.