

## Our Principles on Bullying

Bullying is wrong. No-one deserves to be the victim of bullying. That is why Riders Schools are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur all pupils should be able to tell and know that incidents will be dealt with. We are a **TELLING** school which means that anyone who knows that bullying is happening is expected to tell a member of staff.

## Objectives of this Policy

- To raise awareness of our school community (pupils, staff, parents, carers and governors) about the issue of bullying and the school's attitude towards it;
- To be pro-active in the prevention of bullying;
- To make the school community aware of the steps we will take when incidents of bullying are reported;
- To demonstrate to bullies that their behaviour is unacceptable;
- To reassure victims that action will be taken to keep them safe.

## What is Bullying?

Bullying is an act of behaviour intended to cause physical and/or emotional hurt to the victim, repeated over a period of time.

<b>Physical</b>	threats, hitting, kicking, punching or other use of violence, ganging up.
<b>Verbal</b>	name calling; offensive comments, spreading rumours, racist abuse, sarcasm.
<b>Emotional</b>	isolating from groups, teasing, taunting, stealing, breaking or hiding belongings.

**All forms of bullying are unacceptable**

## How We Will Try to Prevent Bullying

The Federation has a very clear behaviour policy and rules which underpin the message that bullying is wrong and will further support this through:

- Addressing bullying regularly in assemblies, the personal and social development curriculum and Circle Time;
- Adopting a problem solving approach to conflict resolution;
- Ensuring all areas of the school and playground are adequately supervised;
- Regularly asking pupils their views on bullying;
- Involving pupils in procedures to deal with bullying through Circle of Friends and other support programmes.

## When Bullying is Reported

- All incidents of suspected or reported bullying will be taken seriously and dealt with promptly by the member of staff approached;
- Serious incidents will be referred to a senior member of staff;
- The bullying behaviour will be investigated by speaking to all parties in confidence in a secure environment;
- The bullying incident will be recorded and kept in a secure file;
- Parents will be kept informed;
- The victim will be offered continuous support and staff will follow up actions to ensure the problem is resolved.

## Actions After Bullying has Occurred

Our aim is stop bullying happening or re-occurring through working with those who bully and their parents, to help them take responsibility and change their behaviour. Sanctions may be appropriate and will be dependent on the severity of the bullying. These could include: exclusion from certain areas of the school, playtime and lunchtime bans, inclusion during and after school, fixed term exclusions or in extreme cases permanent exclusions.

## For Parents

Parents and families have an important role to play in helping us deal with bullying. If your child tells you they are being bullied or you suspect they are:

### Do

- Re-assure them they have done the right thing in telling;
- Talk to them calmly noting who is involved, when and where the bullying occurred;
- Contact an appropriate person at school. This could be your child's class teacher, teaching assistant, Head teacher or other senior member of staff;
- Work with the school in trying to solve the problem.

### Don't

- Encourage your child to fight back. Your child may get hurt or blamed for starting trouble. Fighting back encourages a culture in which bullying is seen as an acceptable part of life.

Sometimes children do not tell if they are being bullied. Watch out for signs such as not wanting to go to school, having frequent stomach aches or headaches, not sleeping. If you think this may be caused by bullying let the school know.

## For Children

Bullying must not be kept a secret, it is never OK to be bullied. If you are being bullied **TELL** someone, this could be:

- An adult you trust in school or a member of your family or a friend;
- Your concerns will be taken seriously;
- You will be listened to in a safe place and the bullying will be investigated;
- The school will support you by checking that it is not happening again and by making sure you feel safe;
- If you see someone else being bullied you need to **TELL**.

Remember, you are not telling to get someone into trouble but to stop someone getting hurt.

## The Federation of Riders Infant and Junior Schools

# Anti-Bullying Policy

