



RIDDINGS JUNIOR SCHOOL

Anti-Bullying Policy

Church Street, Riddings, Alfreton, Derbyshire, DE55 4BW
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Date Reviewed / Adopted	Minute No.	Amendments Made	Next Review Date
23 rd March 2021	2021/27		2022
22 nd November 22	2022/46	None	November 2023
November 2023	2023/19	None	November 2024
January 2025	2024/20	None	January 2026

Why do we need an Anti- Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively or a member of staff's ability to do to their job. The negative effects of bullying can have an impact on a person for their entire life.

This school wishes to promote a secure & happy environment free from threat, harassment and any type of bullying behaviour, including racist bullying.

What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical.

Cyber-Bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying which can happen 24/7, with a potentially bigger audience, and more accessories as people forward on content at a click.

How do we deal with bullying in our school?

1. Our School Ethos of PRIDE
2. Pupil Responsibilities
3. Staff Responsibilities
4. Curriculum
5. Incident Management & Reporting

School Ethos

It will be made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly.

Staff Responsibilities

- To implement procedures to confront bullying in any form.
 - To listen to all parties involved in incidents.
 - To investigate incidents promptly and fully as possible.
 - To take appropriate action or to refer to Headteacher.
 - To record in the behaviour file and in the Racist Incident file if appropriate.
 - To share with parents of the responsible for, and the person on the receiving end of incidents of persistent and/or serious bullying.
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- To implement appropriate procedures for a member of staff – see Trust/Union guidance.
 - To promote the use of a range of learning styles and strategies which challenge bullying behaviour.
 - To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate.
 - To model the values we believe in.

- To promote the use of interventions which are least intrusive and most effective.

Curriculum

During PSHE pupils are taught to be assertive, considerate and confident. PSHE will also promote positive and respectful relationships. Work is also done to raise awareness of bullying issues.

PSHE, Drama, visitors and assemblies are just four examples of places in the curriculum where bullying may be raised discussed and explored.

It may be appropriate to deliberately do some extra or specific work for individuals / whole groups in response to incidents at times.

Incident Management & Reporting

Bullying will be dealt with quickly and fairly. It will be reported and recorded in behaviour logs.

1. In the first instance, the perpetrators will be dealt with according to the school behaviour policy. Future behaviour will be closely monitored. Contact will be made with parents (perpetrator and victim) as appropriate.
2. If incident is severe or is repeated, the parents of the perpetrator will be contacted by telephone and letter.
3. The Headteacher will consider whether Exclusion is appropriate following DCSF guidelines and how to support victim and perpetrator.

Personnel

The Headteacher, Mr D Cates has responsibility for bullying incident procedures. The PSHE Co-ordinator, Mrs N Godfrey and Esafety Co-ordinator, Mr S Jones, are responsible for the curriculum delivery.

Monitoring and Evaluation

The PSHE and Esafety co-ordinators will be responsible for monitoring, reviewing, and updating lessons and resources.

The Headteacher will monitor the number, type and results of incident.

Policy Development & Review

This policy document was produced in consultation with pupils, school staff and Governors.

This policy will be reviewed on an annual basis.

GDPR

Data will be processed to be in line with the requirements and protections set out in the UK General Data Protection Regulation.